

## **Establishment Method Questionnaires**

- Knowledge Questionnaire
- Work Activities Questionnaire
- Work Context Questionnaire

As mentioned in the Supporting Statement, each sampled employee or association member will be asked to complete only one of the following three questionnaires. The “Specific Tasks Performed on Your Job” and “Your Association Memberships” sections of these questionnaires are different for each O\*NET occupation. The following three sampled questionnaires are for the occupation of Registered Nurses.

Spanish versions of these questionnaires are available upon request.



Form E  
OMB#1205-0421  
Expires: 12/31/2008  
Ver.: 9/05

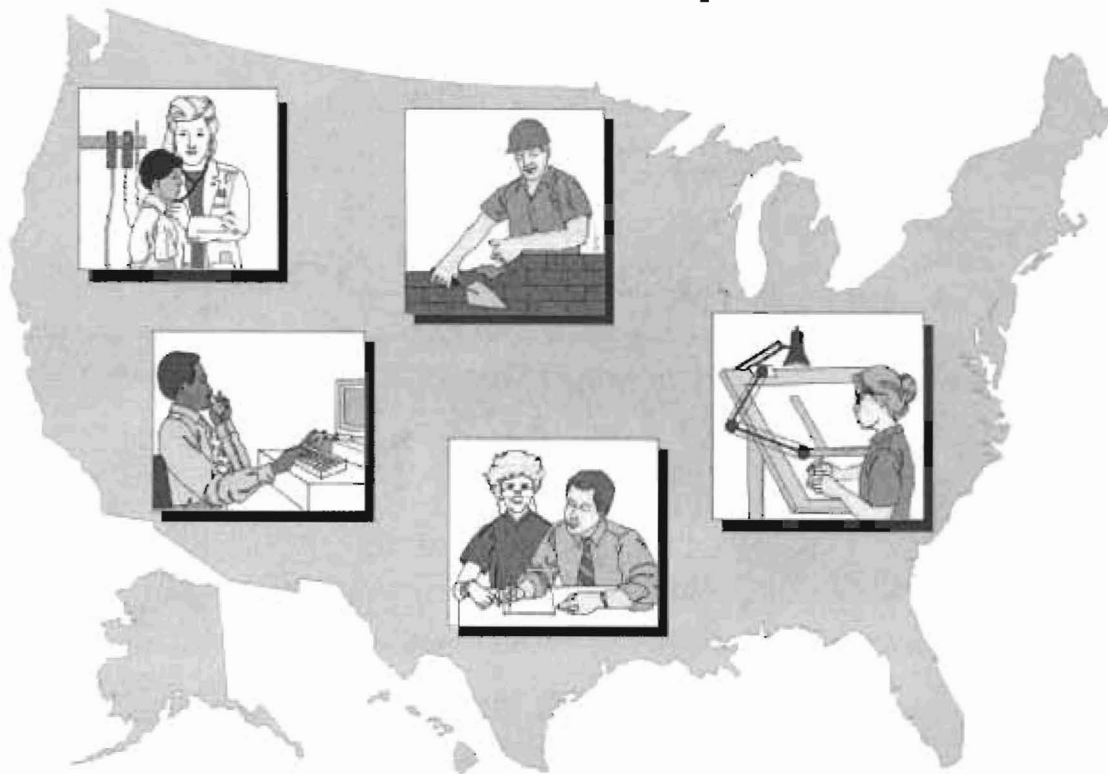
O=15642 C=62891 B=2619

(OCCUPATION NAME, ROSTER LINE NUMBER)

Web site username: (USERNAME)

Web site password: (PASSWORD)

# Some Important Questions About The *Knowledge* Required For Your Occupation



*Please return your completed questionnaire in the enclosed envelope to:*

**Research Triangle Institute, P.O. Box 12194, Research Triangle Park, NC 2770**

Sponsored by: The U.S. Department of Labor and the National O\*NET Consortium

Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. Respondents' obligation to reply to these reporting requirements is voluntary. Public reporting burden for this collection of information is estimated to average 30 minutes per response, including the time for reviewing instructions, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden to the U.S. Department of Labor, Office of Workforce Investment, Attn: O\*NET Project, Frances Perkins Building, Mail Stop S4231, 200 Constitution Ave., NW, Washington, DC 20210 (OMB Control Number 1205-0421).

Return to: Research Triangle Institute, PO Box 12194  
Research Triangle Park, North Carolina, 27709-2194

## Instructions for Making Knowledge Ratings

These questions are about work-related areas of knowledge. **Knowledge areas** are sets of facts and principles needed to address problems and issues that are part of a job. You will be asked about a series of different areas of knowledge and how they relate to *your current job* - that is, the job you hold now.

Each knowledge area in this questionnaire is named and defined.

For example:

### Economics and Accounting

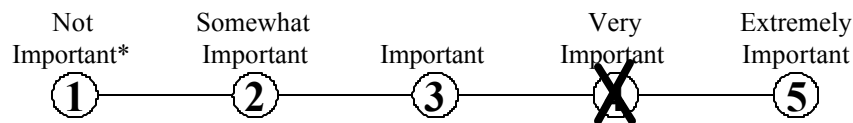
Knowledge of economic and accounting principles and practices, the financial markets, banking, and the analysis and reporting of financial data.

You are then asked two questions about each knowledge area:

#### **A** How important is the knowledge area to the performance of your current job?

For example:

How important is ECONOMICS AND ACCOUNTING knowledge to the performance of *your current job*?



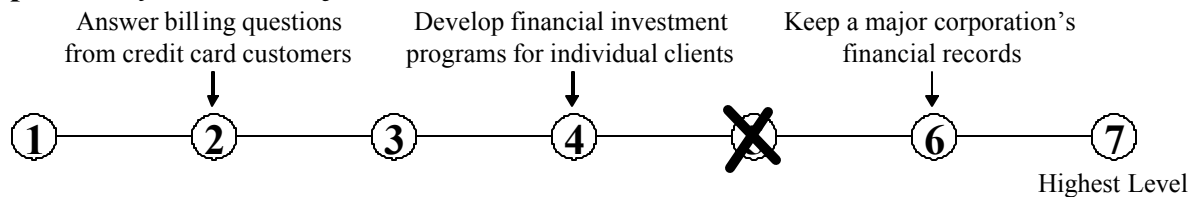
Mark your answer by putting an **X** through the number that represents your answer.  
Do not mark on the line between the numbers.

**\*If you rate the knowledge area as Not Important to the performance of your job, mark the one [ 1 ] then skip over question B and proceed to the next knowledge area.**

#### **B** What level of the knowledge is needed to perform your current job?

To help you understand what we mean by level, we provide you with examples of job-related activities at different levels. For example:

What level of ECONOMICS AND ACCOUNTING knowledge is needed to perform *your current job*?

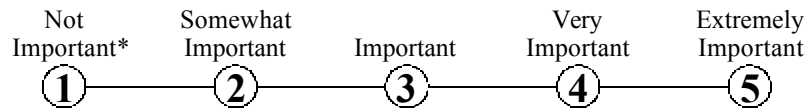


Mark your answer by putting an **X** through the number that represents your answer.  
Do not mark on the line between the numbers.

## 1. Administration and Management

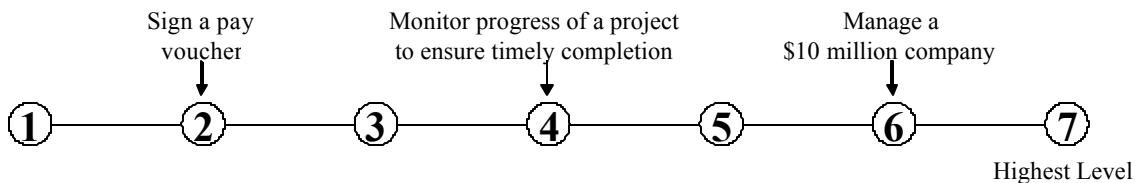
Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.

A. How important is ADMINISTRATION AND MANAGEMENT knowledge to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next knowledge area.

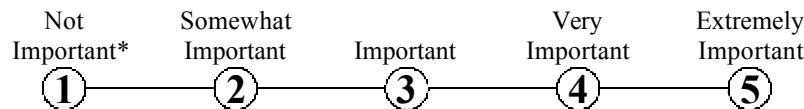
B. What level of ADMINISTRATION AND MANAGEMENT knowledge is needed to perform *your current job*?



## 2. Clerical

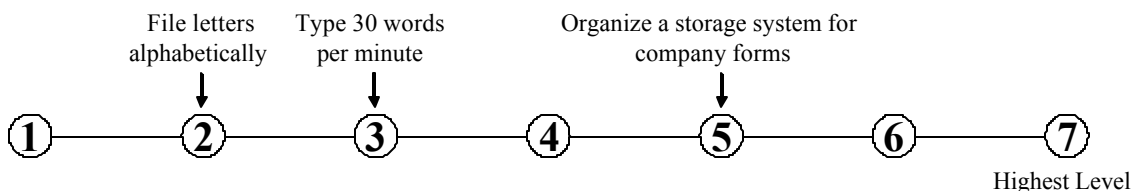
Knowledge of administrative and clerical procedures and systems such as word processing, managing files and records, stenography and transcription, designing forms, and other office procedures and terminology.

A. How important is CLERICAL knowledge to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next knowledge area.

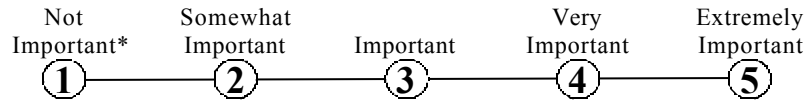
B. What level of CLERICAL knowledge is needed to perform *your current job*?



### 3. Economics and Accounting

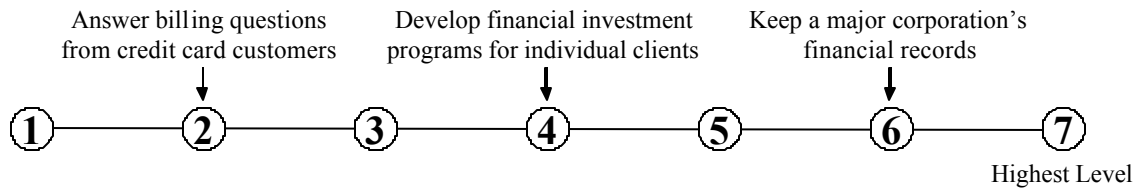
Knowledge of economic and accounting principles and practices, the financial markets, banking, and the analysis and reporting of financial data.

A. How important is ECONOMICS AND ACCOUNTING knowledge to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next knowledge area.

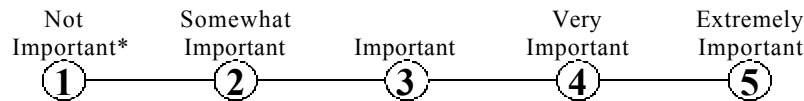
B. What level of ECONOMICS AND ACCOUNTING knowledge is needed to perform *your current job*?



### 4. Sales and Marketing

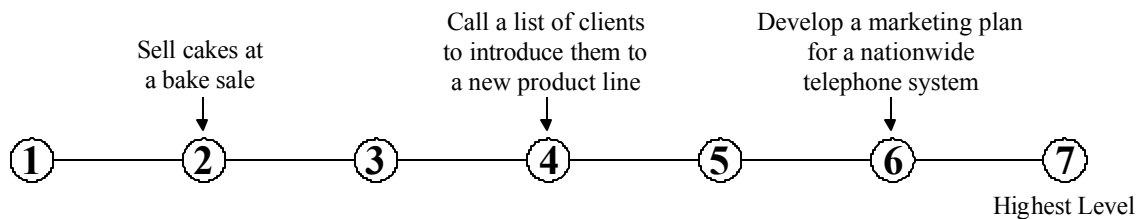
Knowledge of principles and methods for showing, promoting, and selling products or services. This includes marketing strategy and tactics, product demonstration, sales techniques, and sales control systems.

A. How important is SALES AND MARKETING knowledge to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next knowledge area.

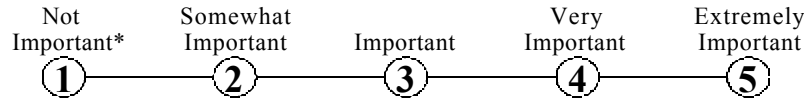
B. What level of SALES AND MARKETING knowledge is needed to perform *your current job*?



## 5. Customer and Personal Service

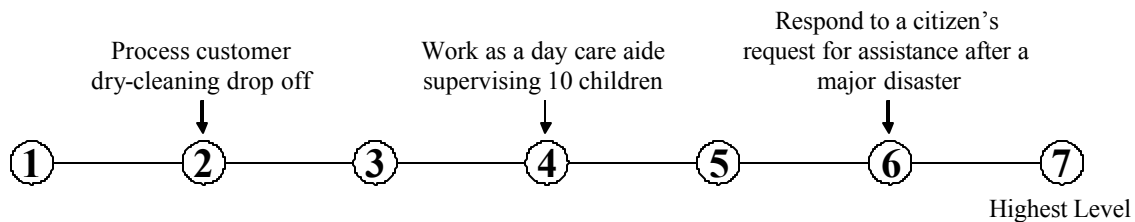
Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

A. How important is CUSTOMER AND PERSONAL SERVICE knowledge to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next knowledge area.

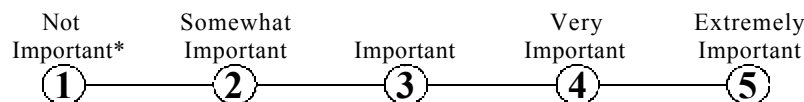
B. What level of CUSTOMER AND PERSONAL SERVICE knowledge is needed to perform *your current job*?



## 6. Personnel and Human Resources

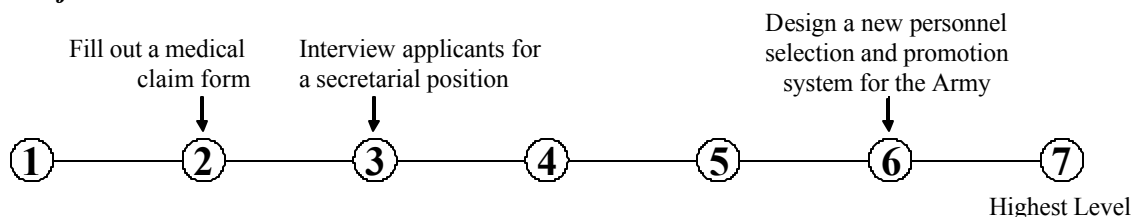
Knowledge of principles and procedures for personnel recruitment, selection, training, compensation and benefits, labor relations and negotiation, and personnel information systems.

A. How important is knowledge of PERSONNEL AND HUMAN RESOURCES to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next knowledge area.

B. What level of PERSONNEL AND HUMAN RESOURCES knowledge is needed to perform *your current job*?

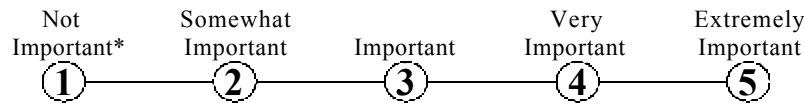




## 7. Production and Processing

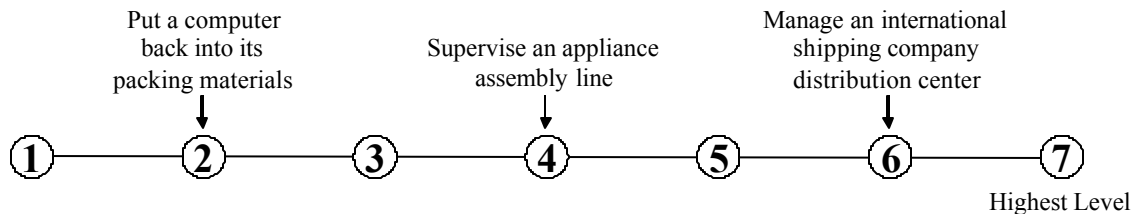
Knowledge of raw materials, production processes, quality control, costs, and other techniques for maximizing the effective manufacture and distribution of goods.

A. How important is knowledge of PRODUCTION AND PROCESSING to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next knowledge area.

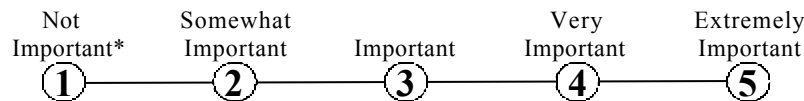
B. What level of PRODUCTION AND PROCESSING knowledge is needed to perform *your current job*?



## 8. Food Production

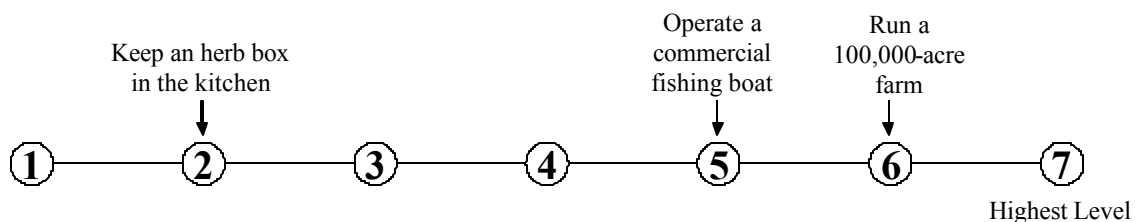
Knowledge of techniques and equipment for planting, growing, and harvesting food products (both plant and animal) for consumption, including storage/handling techniques.

A. How important is knowledge of FOOD PRODUCTION to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next knowledge area.

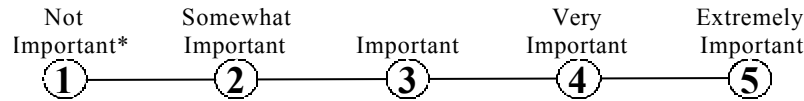
B. What level of FOOD PRODUCTION knowledge is needed to perform *your current job*?



## 9. Computers and Electronics

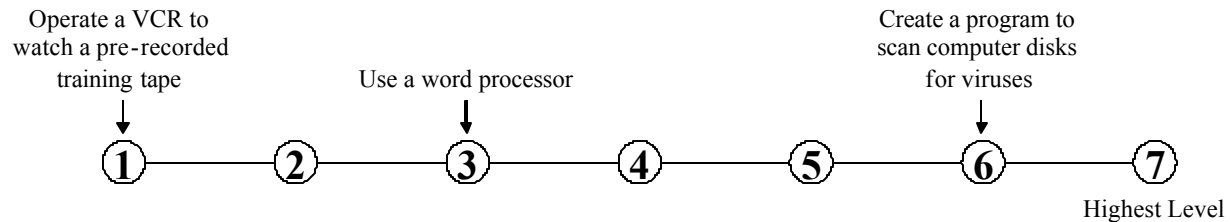
Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming.

- A. How important is knowledge of COMPUTERS AND ELECTRONICS to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next knowledge area.

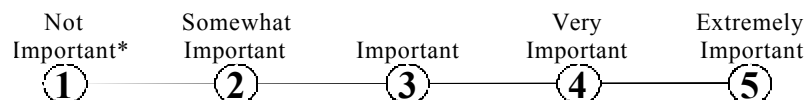
- B. What level of knowledge of COMPUTERS AND ELECTRONICS is needed to perform *your current job*?



## 10. Engineering and Technology

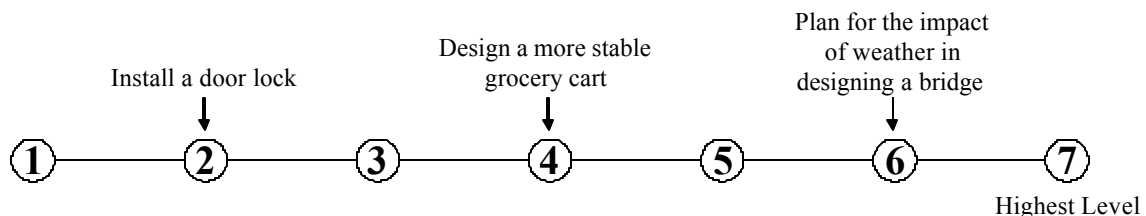
Knowledge of the practical application of engineering science and technology. This includes applying principles, techniques, procedures, and equipment to the design and production of various goods and services.

- A. How important is knowledge of ENGINEERING AND TECHNOLOGY to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next knowledge area.

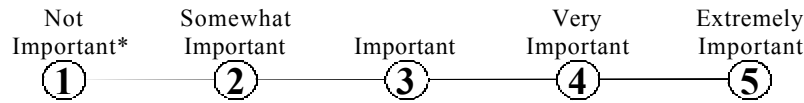
- B. What level of knowledge of ENGINEERING AND TECHNOLOGY is needed to perform *your current job*?



## 11. Design

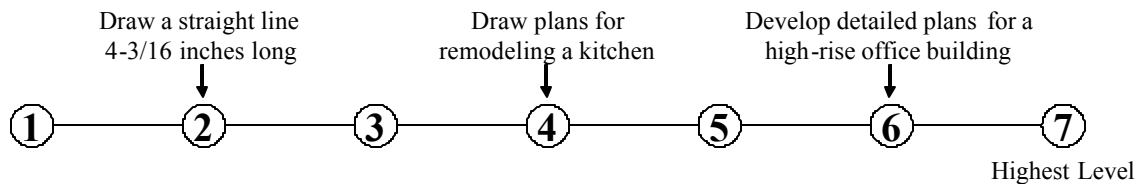
Knowledge of design techniques, tools, and principles involved in production of precision technical plans, blueprints, drawings, and models.

A. How important is knowledge of DESIGN to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next knowledge area.

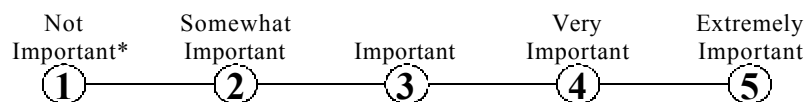
B. What level of knowledge of DESIGN is needed to perform *your current job*?



## 12. Building and Construction

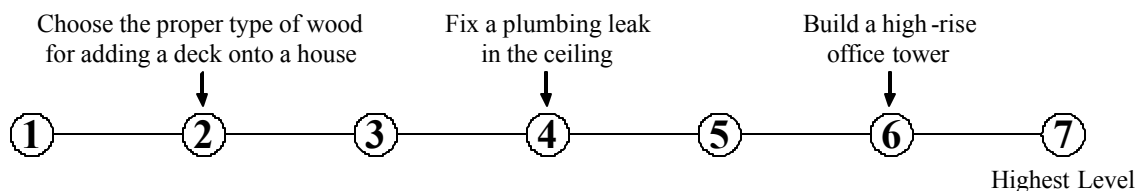
Knowledge of materials, methods, and the tools involved in the construction or repair of houses, buildings, or other structures such as highways and roads.

A. How important is knowledge of BUILDING AND CONSTRUCTION to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next knowledge area.

B. What level of BUILDING AND CONSTRUCTION knowledge is needed to perform *your current job*?



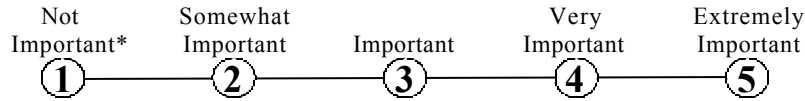




## 17. Biology

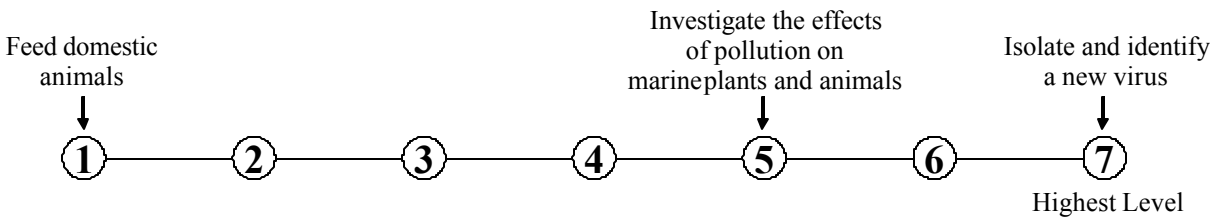
Knowledge of plant and animal organisms and their tissues, cells, functions, interdependencies, and interactions with each other and the environment.

A. How important is knowledge of **BIOLOGY** to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next knowledge area.

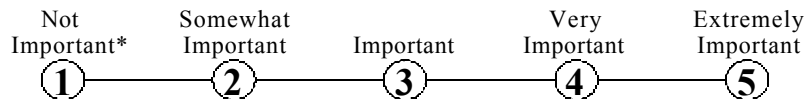
B. What level of **BIOLOGY** knowledge is needed to perform *your current job*?



## 18. Psychology

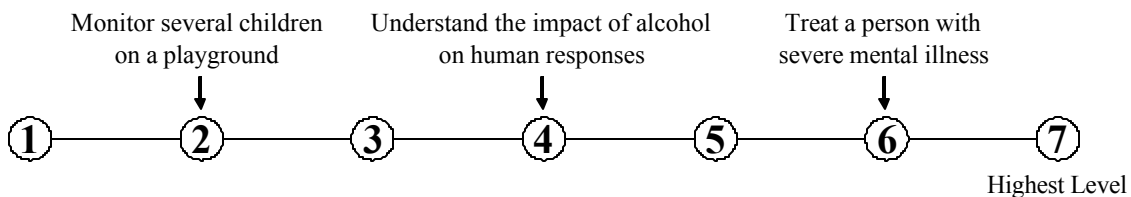
Knowledge of human behavior and performance; individual differences in ability, personality, and interests; learning and motivation; psychological research methods; and the assessment and treatment of behavioral and affective disorders.

A. How important is knowledge of **PSYCHOLOGY** to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next knowledge area.

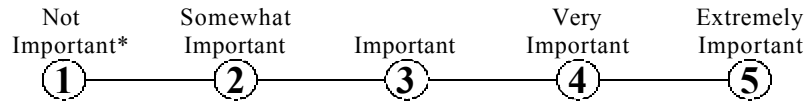
B. What level of **PSYCHOLOGY** knowledge is needed to perform *your current job*?



## 19. Sociology and Anthropology

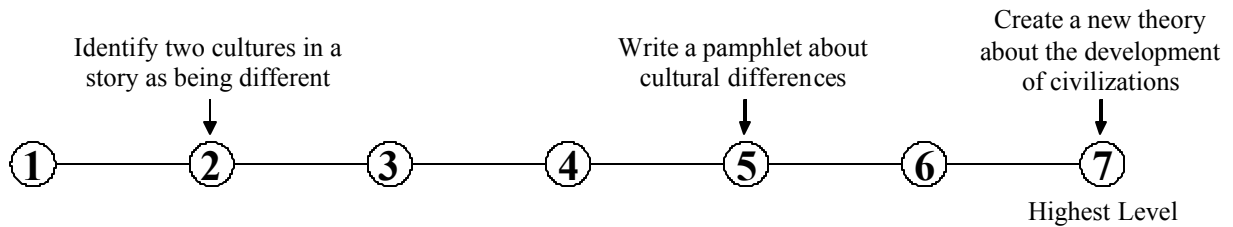
Knowledge of group behavior and dynamics, societal trends and influences, human migrations, ethnicity, cultures, and their history and origins.

- A. How important is knowledge of SOCIOLOGY AND ANTHROPOLOGY to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next knowledge area.

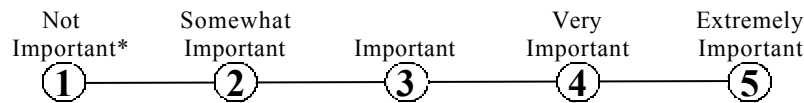
- B. What level of knowledge of SOCIOLOGY AND ANTHROPOLOGY is needed to perform *your current job*?



## 20. Geography

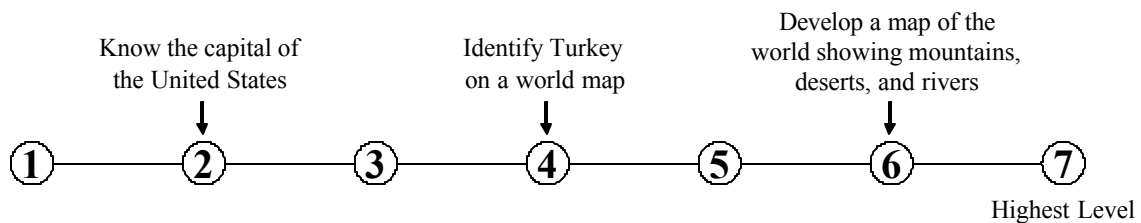
Knowledge of principles and methods for describing the features of land, sea, and air masses, including their physical characteristics, locations, interrelationships, and distribution of plant, animal, and human life.

- A. How important is knowledge of GEOGRAPHY to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next knowledge area.

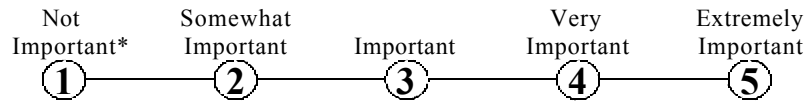
- B. What level of knowledge of GEOGRAPHY is needed to perform *your current job*?



## 21. Medicine and Dentistry

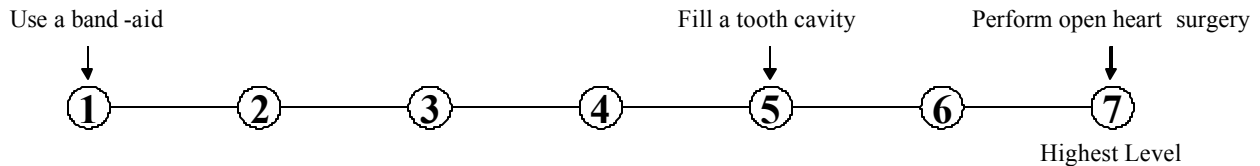
Knowledge of the information and techniques needed to diagnose and treat human injuries, diseases, and deformities. This includes symptoms, treatment alternatives, drug properties and interactions, and preventive health-care measures.

- A. How important is knowledge of MEDICINE AND DENTISTRY to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next knowledge area.

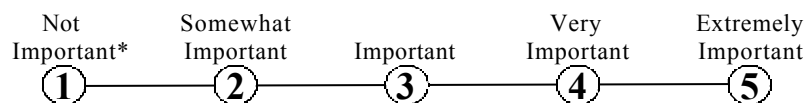
- B. What level of MEDICINE AND DENTISTRY knowledge is needed to perform *your current job*?



## 22. Therapy and Counseling

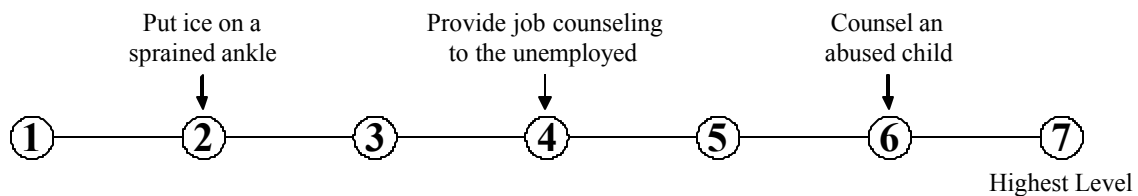
Knowledge of principles, methods, and procedures for diagnosis, treatment, and rehabilitation of physical and mental dysfunctions, and for career counseling and guidance.

- A. How important is knowledge of THERAPY AND COUNSELING to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next knowledge area.

- B. What level of THERAPY AND COUNSELING knowledge is needed to perform *your current job*?

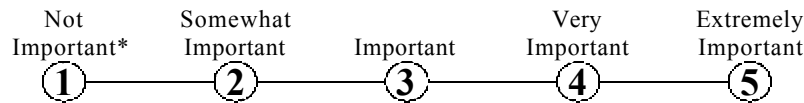




## 23. Education and Training

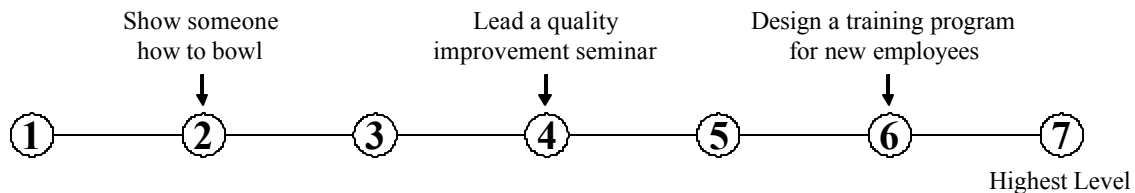
Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.

A. How **important** is knowledge of EDUCATION AND TRAINING to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next knowledge area.

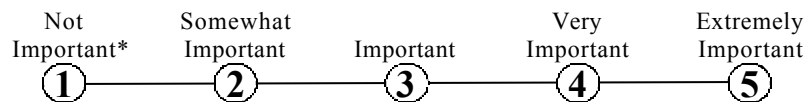
B. What **level** of EDUCATION AND TRAINING knowledge is needed to perform *your current job*?



## 24. English Language

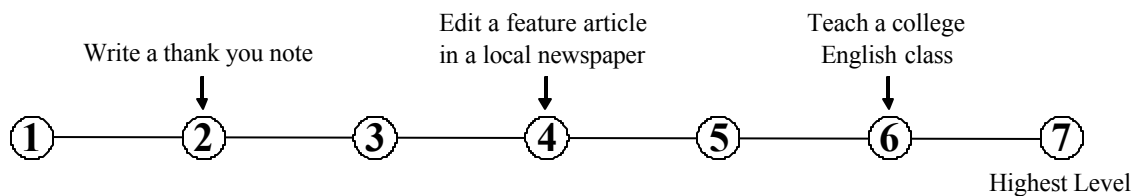
Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.

A. How **important** is knowledge of the ENGLISH LANGUAGE to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next knowledge area.

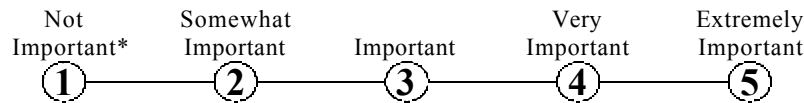
B. What **level** of ENGLISH LANGUAGE knowledge is needed to perform *your current job*?



## 25. Foreign Language

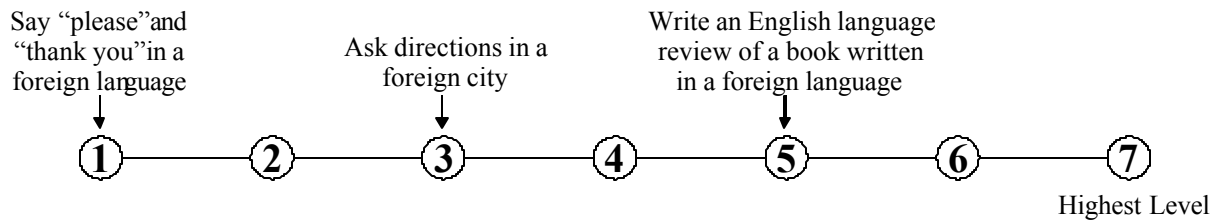
Knowledge of the structure and content of a foreign (non-English) language including the meaning and spelling of words, rules of composition and grammar, and pronunciation.

A. How important is knowledge of a FOREIGN LANGUAGE to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next knowledge area.

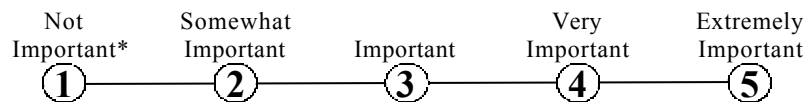
B. What level of FOREIGN LANGUAGE knowledge is needed to perform *your current job*?



## 26. Fine Arts

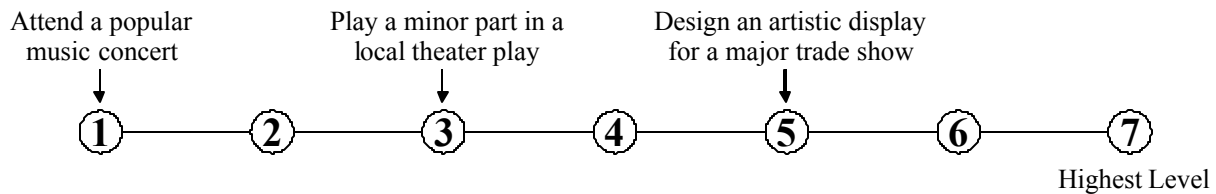
Knowledge of the theory and techniques required to compose, produce, and perform works of music, dance, visual arts, drama, and sculpture.

A. How important is knowledge of FINE ARTS to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next knowledge area.

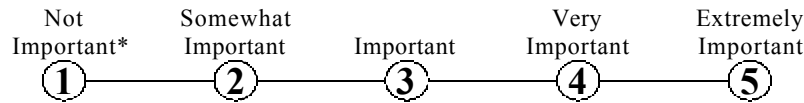
B. What level of FINE ARTS knowledge is needed to perform *your current job*?



## 27. History and Archeology

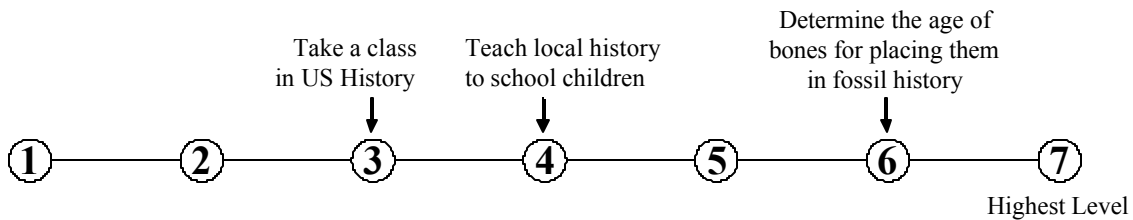
Knowledge of historical events and their causes, indicators, and effects on civilizations and cultures.

- A. How important is knowledge of HISTORY AND ARCHEOLOGY to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next knowledge area.

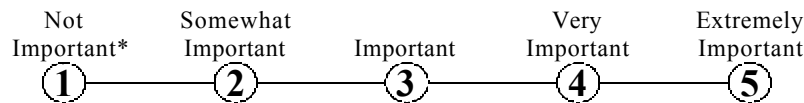
- B. What level of knowledge of HISTORY AND ARCHEOLOGY is needed to perform *your current job*?



## 28. Philosophy and Theology

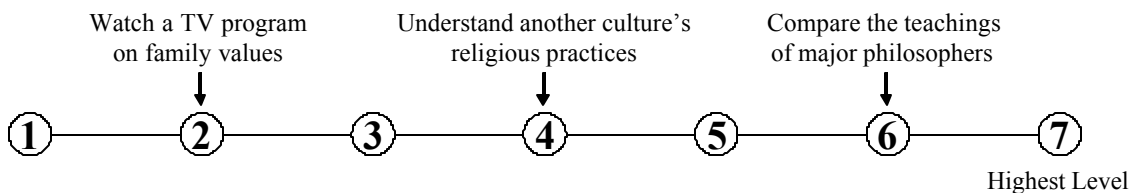
Knowledge of different philosophical systems and religions. This includes their basic principles, values, ethics, ways of thinking, customs, practices, and their impact on human culture.

- A. How important is knowledge of PHILOSOPHY AND THEOLOGY to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next knowledge area.

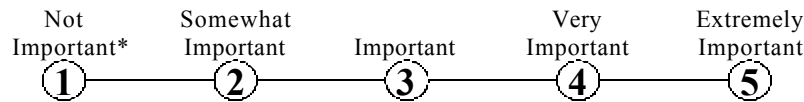
- B. What level of knowledge of PHILOSOPHY AND THEOLOGY is needed to perform *your current job*?



## 29. Public Safety and Security

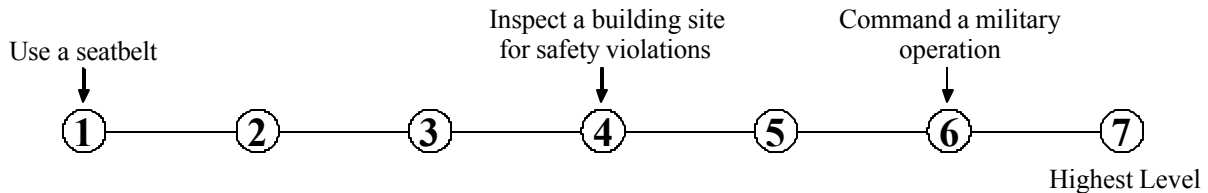
Knowledge of relevant equipment, policies, procedures, and strategies to promote effective local, state, or national security operations for the protection of people, data, property, and institutions.

- A. How important is PUBLIC SAFETY AND SECURITY knowledge to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next knowledge area.

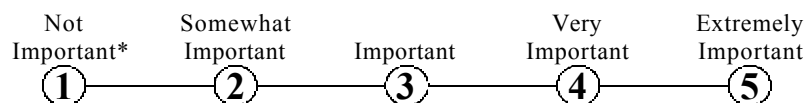
- B. What level of PUBLIC SAFETY AND SECURITY knowledge is needed to perform *your current job*?



## 30. Law and Government

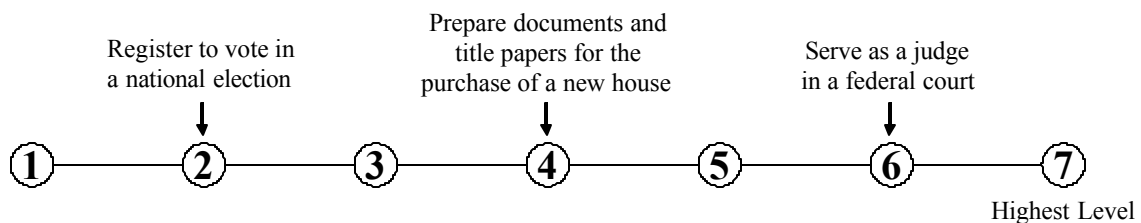
Knowledge of laws, legal codes, court procedures, precedents, government regulations, executive orders, agency rules, and the democratic political process.

- A. How important is knowledge of LAW AND GOVERNMENT to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next knowledge area.

- B. What level of knowledge of LAW AND GOVERNMENT is needed to perform *your current job*?

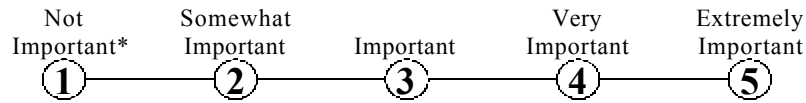




### 33. Transportation

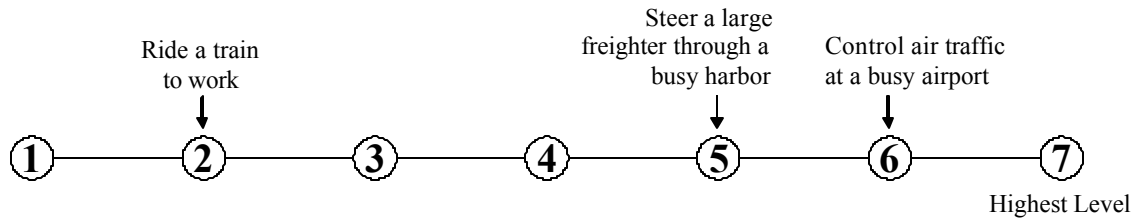
Knowledge of principles and methods for moving people or goods by air, rail, sea, or road, including the relative costs and benefits.

A. How important is knowledge of TRANSPORTATION to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next knowledge area.

B. What level of TRANSPORTATION knowledge is needed to perform *your current job*?



*PLEASE CONTINUE ON NEXT PAGE*

## Instructions for Completing Education and Training Questions

In these questions, you are asked about the education and experience requirements for this job. Please read each question carefully and mark your answer by putting an **X** in the box beside your one best answer.

### REQUIRED LEVEL OF EDUCATION

34. If someone were being hired to perform this job, indicate the level of education that would be required (please check only one box):

*(Note that this does not mean the level of education that you personally have achieved.)*

- Less than a High School Diploma**
- High School Diploma** (or GED or High School Equivalence Certificate)
- Post-Secondary Certificate** - awarded for training completed after high school (for example, in Personnel Services, Engineering-related Technologies, Vocational Home Economics, Construction Trades, Mechanics and Repairers, Precision Production Trades)
- Some College Courses**
- Associate's Degree** (or other 2-year degree)
- Bachelor's Degree**
- Post-Baccalaureate Certificate** - awarded for completion of an organized program of study; designed for people who have completed a Baccalaureate degree but do not meet the requirements of academic degrees carrying the title of Master.
- Master's Degree**
- Post-Master's Certificate** - awarded for completion of an organized program of study; designed for people who have completed a Master's degree but do not meet the requirements of academic degrees at the doctoral level.
- First Professional Degree** - awarded for completion of a program that
  - requires at least 2 years of college work before entrance into the program,
  - includes a total of at least 6 academic years of work to complete, and
  - provides all remaining academic requirements to begin practice in a profession.
- Doctoral Degree**
- Post-Doctoral Training**

**35. If someone were being hired to perform this job, how much RELATED WORK EXPERIENCE would be required? (That is, having other jobs that prepare the worker for the job.)**

- None
- Up to and including 1 month
- Over 1 month, up to and including 3 months
- Over 3 months, up to and including 6 months
- Over 6 months, up to and including 1 year
- Over 1 year, up to and including 2 years
- Over 2 years, up to and including 4 years
- Over 4 years, up to and including 6 years
- Over 6 years, up to and including 8 years
- Over 8 years, up to and including 10 years
- Over 10 years

**36. If someone were being hired to perform this job, how much ON-SITE OR IN-PLANT TRAINING would be required? (That is, organized classroom study provided by the employer.)**

- None
- Up to and including 1 month
- Over 1 month, up to and including 3 months
- Over 3 months, up to and including 6 months
- Over 6 months, up to and including 1 year
- Over 1 year, up to and including 2 years
- Over 2 years, up to and including 4 years
- Over 4 years, up to and including 10 years
- Over 10 years



**37. If someone were being hired to perform this job, how much ON-THE-JOB TRAINING would be required?** (That is, serving as a learner or trainee on the job under instruction of a more experienced worker.)

- None or short demonstration
- Anything beyond short demonstration, up to and including 1 month
- Over 1 month, up to and including 3 months
- Over 3 months, up to and including 6 months
- Over 6 months, up to and including 1 year
- Over 1 year, up to and including 2 years
- Over 2 years, up to and including 4 years
- Over 4 years, up to and including 10 years
- Over 10 years

**38. If someone were being hired to perform this job, how much APPRENTICESHIP would be required?** (That is, having served in a registered US Department of Labor program and received a certificate of completion.)

- None
- Up to and including 1 year
- Over 1 year, up to and including 2 years
- Over 2 years, up to and including 3 years
- Over 3 years, up to and including 4 years
- Over 4 years, up to and including 5 years
- Over 5 years, up to and including 6 years

## Instructions for Making Work Style Ratings

These questions are about work styles. A **Work Style** is a personal characteristic that can affect how well someone does a job. You will be asked about a series of different work styles and how they relate to *your current job* – that is, the job you hold now.

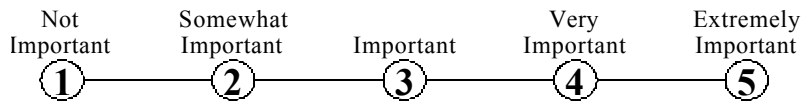
First, each work style is named and defined. For example:

### Stress Tolerance

Job requires accepting criticism and dealing calmly and effectively with high-stress situations.

Then you are asked *How important is this characteristic to the performance of your current job?* For example:

How important is **STRESS TOLERANCE** to the performance of *your current job*?

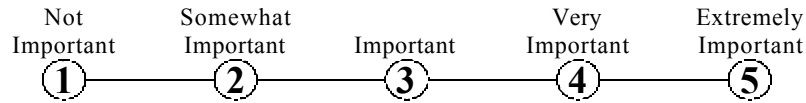


Mark your answer by putting an **X** through the number that represents your answer. Do not mark on the line between the numbers.

### 39. Achievement/Effort

Job requires establishing and maintaining personally challenging achievement goals and exerting effort toward mastering tasks.

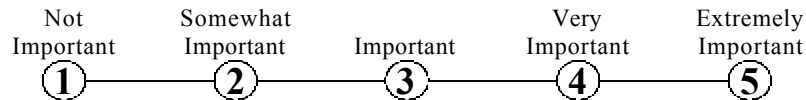
How important is ACHIEVEMENT/EFFORT to the performance of *your current job*?



### 40. Persistence

Job requires persistence in the face of obstacles.

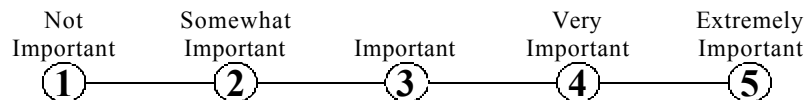
How important is PERSISTENCE to the performance of *your current job*?



### 41. Initiative

Job requires a willingness to take on responsibilities and challenges.

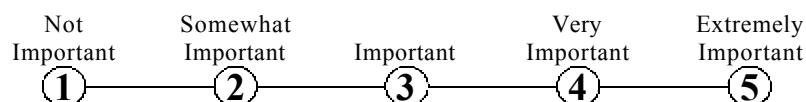
How important is INITIATIVE to the performance of *your current job*?



### 42. Leadership

Job requires a willingness to lead, take charge, and offer opinions and direction.

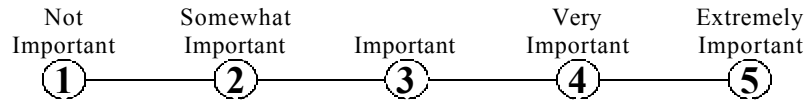
How important is LEADERSHIP to the performance of *your current job*?



### 43. Cooperation

Job requires being pleasant with others on the job and displaying a good-natured, cooperative attitude.

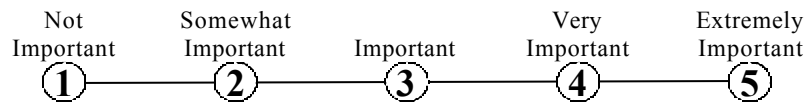
How important is COOPERATION to the performance of *your current job*?



### 44. Concern for Others

Job requires being sensitive to others' needs and feelings, and being understanding and helpful to others on the job.

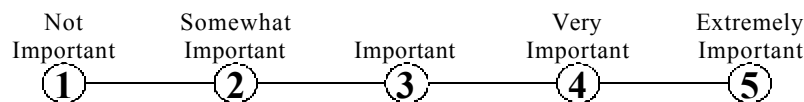
How important is CONCERN FOR OTHERS to the performance of *your current job*?



### 45. Social Orientation

Job requires preferring to work with others rather than alone, and being personally connected with others on the job.

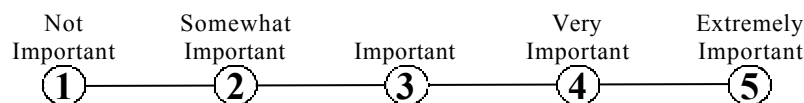
How important is SOCIAL ORIENTATION to the performance of *your current job*?



### 46. Self-Control

Job requires maintaining composure, keeping emotions in check, controlling anger, and avoiding aggressive behavior, even in very difficult situations.

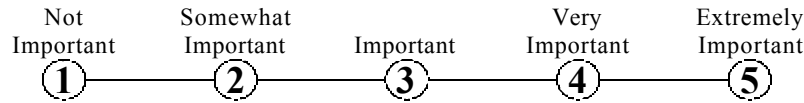
How important is SELF-CONTROL to the performance of *your current job*?



## 47. Stress Tolerance

Job requires accepting criticism and dealing calmly and effectively with high-stress situations.

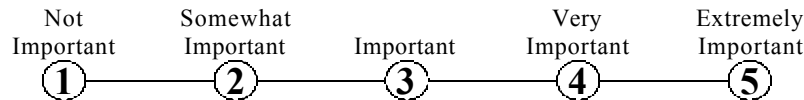
How important is STRESS TOLERANCE to the performance of *your current job*?



## 48. Adaptability/Flexibility

Job requires being open to change (positive or negative) and to considerable variety in the workplace.

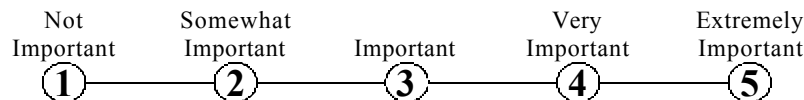
How important is ADAPTABILITY/FLEXIBILITY to the performance of *your current job*?



## 49. Dependability

Job requires being reliable, responsible, and dependable, and fulfilling obligations.

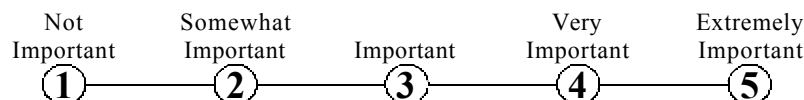
How important is DEPENDABILITY to the performance of *your current job*?



## 50. Attention to Detail

Job requires being careful about details and thorough in completing tasks.

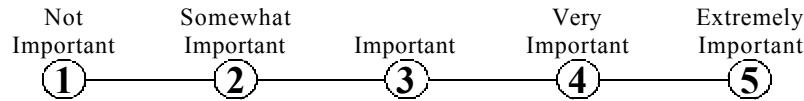
How important is ATTENTION TO DETAIL to the performance of *your current job*?



## 51. Integrity

Job requires being honest and ethical.

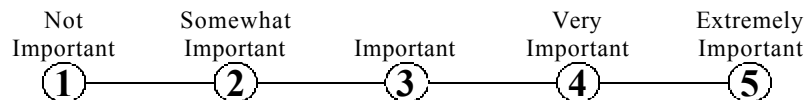
How important is INTEGRITY to the performance of *your current job*?



## 52. Independence

Job requires developing one's own ways of doing things, guiding oneself with little or no supervision, and depending on oneself to get things done.

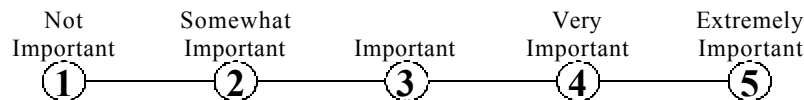
How important is INDEPENDENCE to the performance of *your current job*?



## 53. Innovation

Job requires creativity and alternative thinking to develop new ideas for and answers to work-related problems.

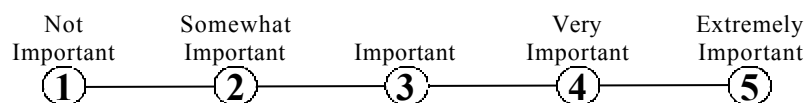
How important is INNOVATION to the performance of *your current job*?



## 54. Analytical Thinking

Job requires analyzing information and using logic to address work-related issues and problems.

How important is ANALYTICAL THINKING to the performance of *your current job*?



## Specific Tasks Performed on Your Job

**Instructions:** Please read the following position description and then answer the question that follows it by marking an X in the appropriate box below.

### Registered Nurses

Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Include advance practice nurses such as: nurse practitioners, clinical nurse specialists, certified nurse midwives, and certified registered nurse anesthetists. Advanced practice nursing is practiced by RNs who have specialized formal, post-basic education and who function in highly autonomous and specialized roles.

**Which of the following best describes how closely this description matches the duties and responsibilities of your current job?**

- It describes almost exactly what I do.
- Most of it matches, but there are a few things that don't match what I do.
- Some things match, but most of it does not match what I do.
- It does not at all describe what I do.

*Please proceed to the next page.*

## **Specific Tasks Performed on Your Job (continued)**

**Instructions:** The next section presents a list of tasks. A task is an action or set of actions performed together to accomplish an objective. This list is specific to the job you are describing.

For each task, please make the following three ratings: **Relevance, Frequency, and Importance.** These ratings are described as follows:

**RELEVANCE.** If the task is NOT RELEVANT at all to performance on the job, mark through the "0" in the NOT RELEVANT column. Carefully read the task before deciding whether it is RELEVANT or NOT RELEVANT to this job. If you select the "0" in the NOT RELEVANT column, however, there is no need to complete the IMPORTANCE and FREQUENCY ratings described below. If the task is part of this job, rate IMPORTANCE and FREQUENCY.

**FREQUENCY.** (Do not complete if NOT RELEVANT was selected.) Ask yourself, "How often is this task performed on this job?" For example, "Interact with potential customers" is a task that an employee in one job might perform only "once per week or less," but an employee in another job might perform "hourly or more often."

Rate the FREQUENCY with which a task is performed by marking through the appropriate number, from 1 (indicating that the task is performed once per year or less often) to 7 (indicating that the task is performed hourly or more often) on the FREQUENCY scale.

**IMPORTANCE.** (Do not complete if NOT RELEVANT was selected.) Ask yourself, "How important is this task to performance on this job?" For example, "Develop objectives and strategies to guide the organization" might be very important for an employee in one job, but less important for another job. For the second job, however, "Provide performance feedback to subordinates" might be very important.

Rate importance of the task for performance on the job by marking through the appropriate number, from 1 (indicating that the task is of no importance) to 5 (indicating that the task is extremely important) on the IMPORTANCE scale.

***Please proceed to the next page.***



## Frequency

## Importance

	Not Relevant	Frequency							Importance				
		Once per year or less	More than once per year	More than once per month	More than once per week	Daily	Several times per day	Hourly or more often	Not Important	Somewhat Important	Important	Very Important	Extremely Important
1. Consult and coordinate with health care team members to assess, plan, implement and evaluate patient care plans.	0	1	2	3	4	5	6	7	1	2	3	4	5
2. Maintain accurate, detailed reports and records.	0	1	2	3	4	5	6	7	1	2	3	4	5
3. Modify patient treatment plans as indicated by patients' responses and conditions.	0	1	2	3	4	5	6	7	1	2	3	4	5
4. Monitor all aspects of patient care, including diet and physical activity.	0	1	2	3	4	5	6	7	1	2	3	4	5
5. Monitor, record and report symptoms and changes in patients' conditions.	0	1	2	3	4	5	6	7	1	2	3	4	5
6. Observe nurses and visit patients to ensure that proper nursing care is provided.	0	1	2	3	4	5	6	7	1	2	3	4	5
7. Prepare patients for, and assist with, examinations and treatments.	0	1	2	3	4	5	6	7	1	2	3	4	5
8. Prepare rooms, sterile instruments, equipment and supplies, and ensure that stock of supplies is maintained.	0	1	2	3	4	5	6	7	1	2	3	4	5

	Not Relevant	Frequency							Importance				
		Once per year or less	More than once per year	More than once per month	More than once per week	Daily	Several times per day	Hourly or more often	Not Important	Somewhat Important	Important	Very Important	Extremely Important
9. Provide health care, first aid, immunizations and assistance in convalescence and rehabilitation in locations such as schools, hospitals, and industry.	0	1	2	3	4	5	6	7	1	2	3	4	5
10. Record patients' medical information and vital signs.	0	1	2	3	4	5	6	7	1	2	3	4	5
11. Assess the needs of individuals, families and/or communities, including assessment of individuals' home and/or work environments to identify potential health or safety problems.	0	1	2	3	4	5	6	7	1	2	3	4	5
12. Conduct specified laboratory tests.	0	1	2	3	4	5	6	7	1	2	3	4	5
13. Consult with institutions or associations regarding issues and concerns relevant to the practice and profession of nursing.	0	1	2	3	4	5	6	7	1	2	3	4	5
14. Direct and supervise less skilled nursing/health care personnel, or supervise a particular unit on one shift.	0	1	2	3	4	5	6	7	1	2	3	4	5
15. Hand items to surgeons during operations.	0	1	2	3	4	5	6	7	1	2	3	4	5

	Not Relevant	Frequency							Importance				
		Once per year or less	More than once per year	More than once per month	More than once per week	Daily	Several times per day	Hourly or more often	Not Important	Somewhat Important	Important	Very Important	Extremely Important
16. Instruct individuals, families and other groups on topics such as health education, disease prevention and childbirth, and develop health improvement programs.	0	1	2	3	4	5	6	7	1	2	3	4	5
17. Order, interpret, and evaluate diagnostic tests to identify and assess patient's condition.	0	1	2	3	4	5	6	7	1	2	3	4	5
18. Prescribe or recommend drugs, medical devices or other forms of treatment, such as physical therapy, inhalation therapy, or related therapeutic procedures.	0	1	2	3	4	5	6	7	1	2	3	4	5
19. Provide or arrange for training/instruction of auxiliary personnel or students.	0	1	2	3	4	5	6	7	1	2	3	4	5
20. Refer students or patients to specialized health resources or community agencies furnishing assistance.	0	1	2	3	4	5	6	7	1	2	3	4	5
21. Work with individuals, groups, and families to plan and implement programs designed to improve the overall health of communities.	0	1	2	3	4	5	6	7	1	2	3	4	5

## Frequency

## Importance

	Not Relevant	Frequency							Importance				
		Once per year or less	More than once per year	More than once per month	More than once per week	Daily	Several times per day	Hourly or more often	Not Important	Somewhat Important	Important	Very Important	Extremely Important
22. Administer local, inhalation, intravenous, and other anesthetics.	0	1	2	3	4	5	6	7	1	2	3	4	5
23. Contract independently to render nursing care, usually to one patient, in hospital or private home.	0	1	2	3	4	5	6	7	1	2	3	4	5
24. Deliver infants and provide prenatal and postpartum care and treatment under obstetrician's supervision.	0	1	2	3	4	5	6	7	1	2	3	4	5
25. Direct and coordinate infection control programs, advising and consulting with specified personnel about necessary precautions.	0	1	2	3	4	5	6	7	1	2	3	4	5
26. Engage in research activities related to nursing.	0	1	2	3	4	5	6	7	1	2	3	4	5
27. Inform physician of patient's condition during anesthesia.	0	1	2	3	4	5	6	7	1	2	3	4	5
28. Perform administrative and managerial functions, such as taking responsibility for a unit's staff, budget, planning, and long-range goals.	0	1	2	3	4	5	6	7	1	2	3	4	5

	Not Relevant	Frequency							Importance				
29. Perform physical examinations, make tentative diagnoses, and treat patients en route to hospitals or at disaster site triage centers.	0	Once per year or less	More than once per year	More than once per month	More than once per week	Daily	Several times per day	Hourly or more often	Not Important	Somewhat Important	Important	Very Important	Extremely Important
		1	2	3	4	5	6	7	1	2	3	4	5

## Frequency

## Importance

	Not Relevant	Once per year or less More than once per year More than once per month More than once per week Daily Several times per day Hourly or more often	Not Important Somewhat Important Important Very Important Extremely Important
<p><b>Additional Relevant Tasks</b> Please write in additional relevant tasks and provide a rating.</p> <p>1. _____ _____ _____</p>	0	1 2 3 4 5 6 7	1 2 3 4 5
<p>2. _____ _____ _____</p>	0	1 2 3 4 5 6 7	1 2 3 4 5
<p>3. _____ _____ _____</p>	0	1 2 3 4 5 6 7	1 2 3 4 5
<p>4. _____ _____ _____</p>	0	1 2 3 4 5 6 7	1 2 3 4 5
<p>5. _____ _____ _____</p>	0	1 2 3 4 5 6 7	1 2 3 4 5

## Information About You

Many workers are being asked to complete this survey. Your answers to these questions will help us know that workers with differing amounts of experience and different backgrounds are included.

Please read each question carefully and mark your answer by putting an **X** in the box beside your answer, or by writing an answer on the line provided.

**1. What is the title of your current job?** (PLEASE PRINT)

---

**2. For how long have you worked at this job?** (Mark one box)

- Ten years or more
- At least 6 years, but less than 10 years
- At least 3 years, but less than 6 years
- At least 1 year, but less than 3 years
- At least 3 months, but less than 12 months
- At least 1 month, but less than 3 months
- Less than 1 month

**3. In your current job, are you employed by** (Mark one box)

- Government
- Private for-profit company
- Nonprofit organization including tax exempt and charitable organizations
- Self-employed
- Family business

4. **If you are working in the family business, is this business incorporated?**

Yes

No

Not working in a family business

5. **In what year were you born? .....** 1 9      

6. **Are you male or female?** (Mark one box)

Male

Female

7. **Are you Hispanic or Latino?** (Mark one box)

Yes

No

8. **What is your race?** (Mark one or more boxes)

American Indian or Alaska Native

Asian

Black or African American

Native Hawaiian or Other Pacific Islander

White



**9. Do you have any of the following long-lasting conditions?**

Yes   No

- a. Blindness, deafness, or a severe vision or hearing impairment?.....
  
- b. A condition that substantially limits one or more basic physical activities such as walking, climbing stairs, reaching, lifting, or carrying?.....

**10. Because of a physical, mental, or emotional condition lasting 6 months or more, do you have any difficulty doing any of the following activities?**

Yes   No

- a. Learning, remembering, or concentrating? .....
  
- b. Dressing, bathing, or getting around inside the home? .....
  
- c. Going outside the home alone to shop or visit a doctor's office? .....
  
- d. Working at a job or business? .....

**11. Indicate the highest level of education that you have completed**  
(please check only one box):

- Less than a High School Diploma**
- High School Diploma** (or GED or High School Equivalence Certificate)
- Post-Secondary Certificate** - awarded for training completed after high school (for example, in Personnel Services, Engineering-related Technologies, Vocational Home Economics, Construction Trades, Mechanics and Repairers, Precision Production Trades)
- Some College Courses**
- Associate's Degree** (or other 2-year degree)
- Bachelor's Degree**
- Post-Baccalaureate Certificate** - awarded for completion of an organized program of study; designed for people who have completed a Baccalaureate degree but do not meet the requirements of academic degrees carrying the title of Master.
- Master's Degree**
- Post-Master's Certificate** - awarded for completion of an organized program of study; designed for people who have completed a Master's degree but do not meet the requirements of academic degrees at the doctoral level.
- First Professional Degree** - awarded for completion of a program that
  - requires at least 2 years of college work before entrance into the program,
  - includes a total of at least 6 academic years of work to complete, and
  - provides all remaining academic requirements to begin practice in a profession.
- Doctoral Degree**
- Post-Doctoral Training**

## Your Association Memberships

Finally, we would like to know about the professional associations to which you belong.

**1. Are you currently a member of the following professional association(s)? (Please respond for each association listed; if none are listed below, please skip to Question 2.)**

American Nurses Association  Yes  No (13995)

Federation of Nurses and Health Professionals  Yes  No (14073)

**2. Please write in the names of any job-related associations to which you belong that are not listed above:**

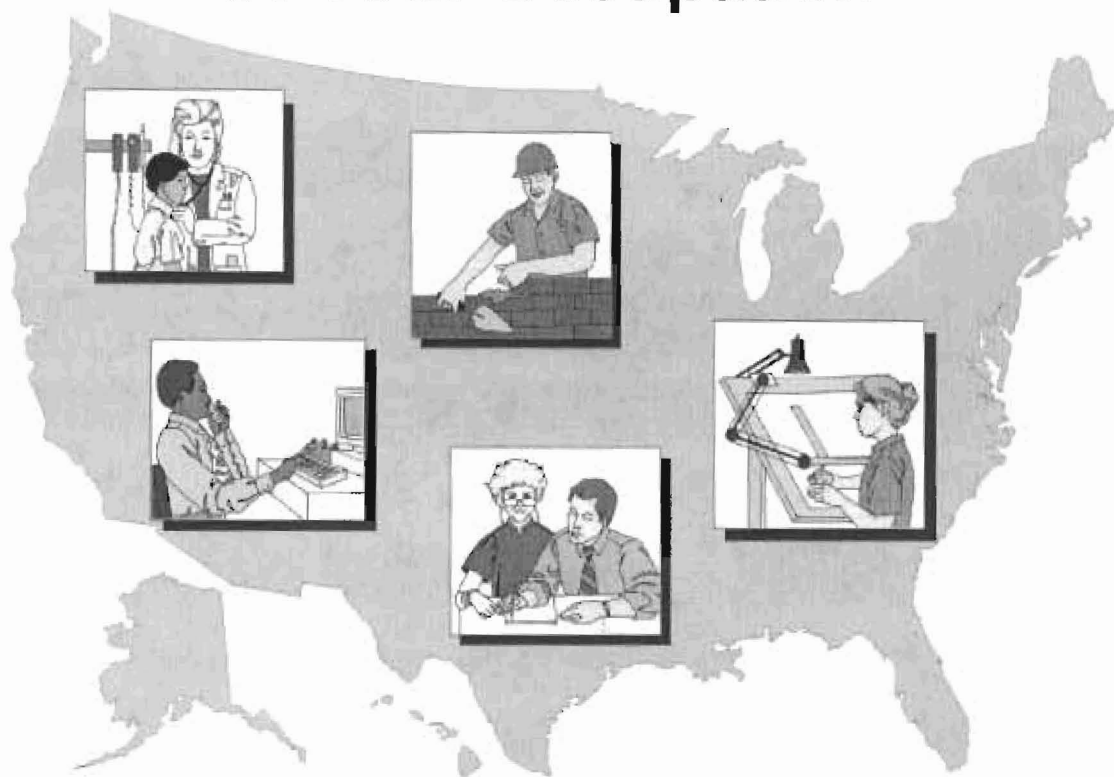
- a. \_\_\_\_\_
- b. \_\_\_\_\_
- c. \_\_\_\_\_



Form B  
OMB#1205-0421  
Expires: 12/31/2008  
Ver.: 9/05

O=15642 C=62891 B=2619  
(OCCUPATION NAME, ROSTERLINE NUMBER)  
Web site username: (USERNAME)  
Web site password: (PASSWORD)

# Some Important Questions About The *Work Activities* Of Your Occupation



*Please return your completed questionnaire in the enclosed envelope to:*  
**Research Triangle Institute, P.O. Box 12194, Research Triangle Park, NC 2770**  
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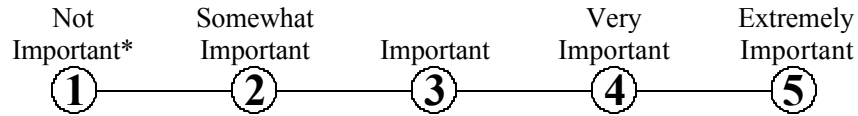
Return to: Research Triangle Institute, PO Box 12194  
Research Triangle Park, North Carolina, 27709-2194



## 1. Getting Information

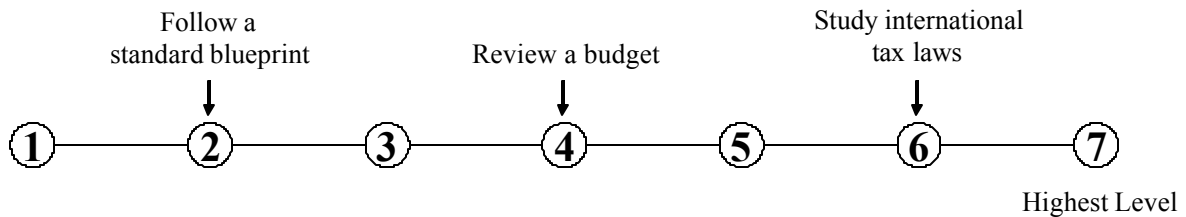
Observing, receiving, and otherwise obtaining information from all relevant sources.

A. How important is GETTING INFORMATION to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

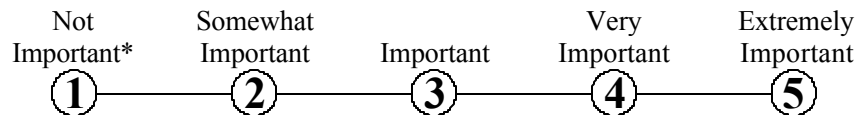
B. What level of GETTING INFORMATION is needed to perform *your current job*?



## 2. Identifying Objects, Actions, and Events

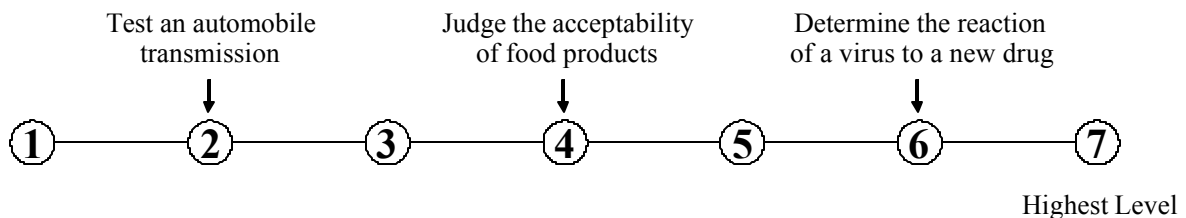
Identifying information by categorizing, estimating, recognizing differences or similarities, and detecting changes in circumstances or events.

A. How important is IDENTIFYING OBJECTS, ACTIONS, AND EVENTS to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of IDENTIFYING OBJECTS, ACTIONS, AND EVENTS is needed to perform *your current job*?

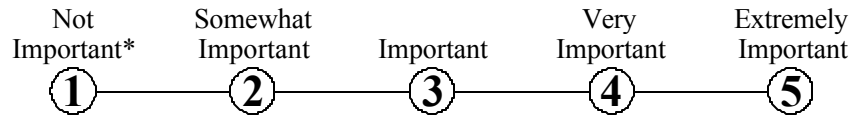




### 3. Monitoring Processes, Materials, or Surroundings

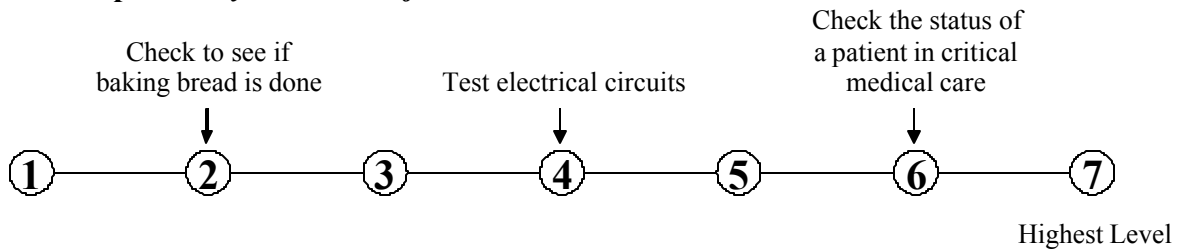
Monitoring and reviewing information from materials, events, or the environment to detect or assess problems.

A. How important is MONITORING PROCESSES, MATERIALS, OR SURROUNDINGS to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

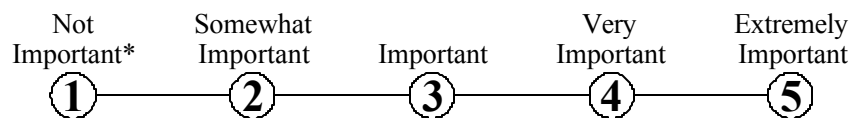
B. What level of MONITORING PROCESSES, MATERIALS, OR SURROUNDINGS is needed to perform *your current job*?



### 4. Inspecting Equipment, Structures, or Materials

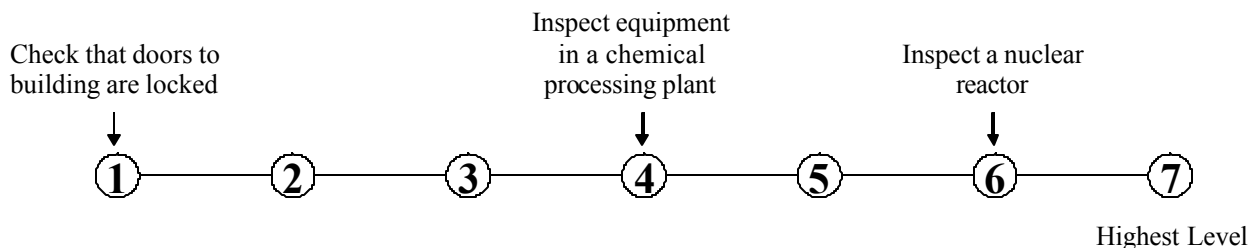
Inspecting equipment, structures, or materials to identify the cause of errors or other problems or defects.

A. How important is INSPECTING EQUIPMENT, STRUCTURES, OR MATERIALS to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

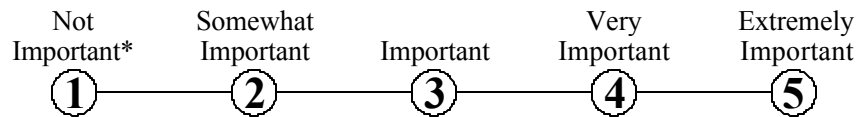
B. What level of INSPECTING EQUIPMENT, STRUCTURES, OR MATERIALS is needed to perform *your current job*?



**5. Estimating the Quantifiable Characteristics of Products, Events, or Information**

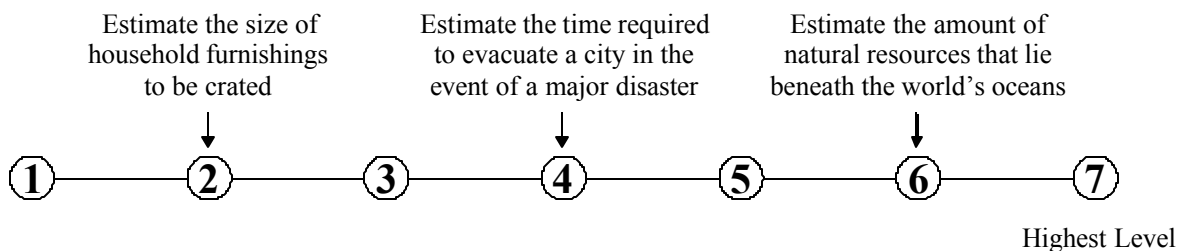
**Estimating sizes, distances, and quantities; or determining time, costs, resources, or materials needed to perform a work activity.**

**A. How important is ESTIMATING THE QUANTIFIABLE CHARACTERISTICS OF PRODUCTS, EVENTS, OR INFORMATION to the performance of *your current job*?**



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

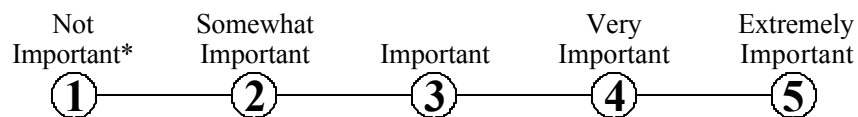
**B. What level of ESTIMATING THE QUANTIFIABLE CHARACTERISTICS OF PRODUCTS, EVENTS, OR INFORMATION is needed to perform *your current job*?**



**6. Judging the Qualities of Objects, Services, or People**

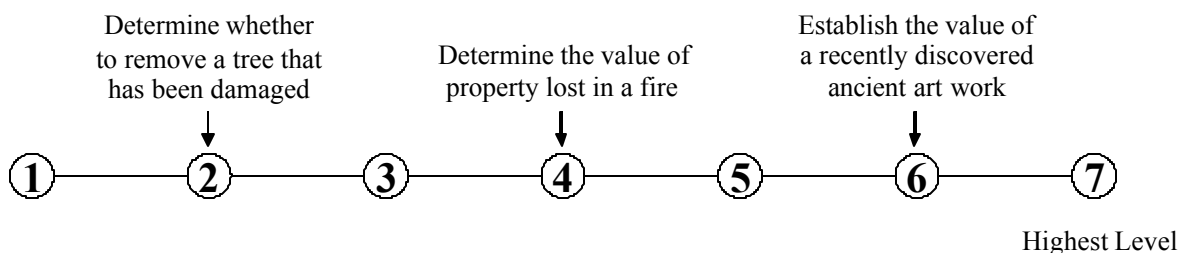
**Assessing the value, importance, or quality of things or people.**

**A. How important is JUDGING THE QUALITIES OF OBJECTS, SERVICES, OR PEOPLE to the performance of *your current job*?**



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

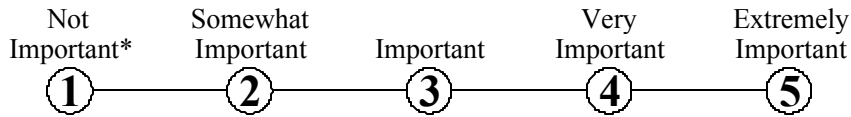
**B. What level of JUDGING THE QUALITIES OF OBJECTS, SERVICES, OR PEOPLE is needed to perform *your current job*?**



## 7. Evaluating Information to Determine Compliance with Standards

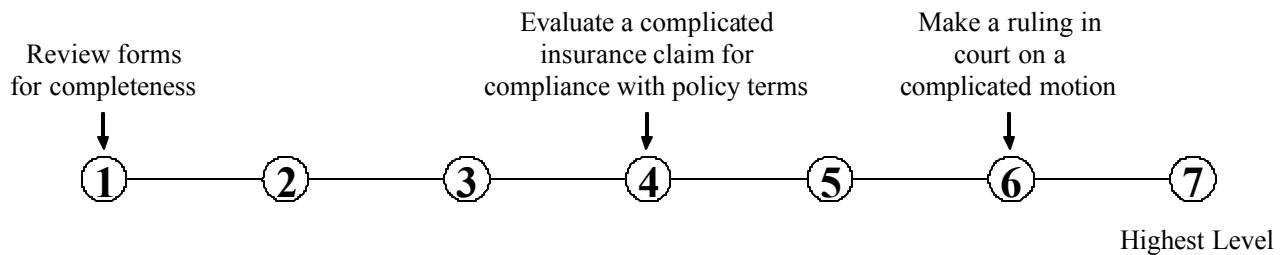
Using relevant information and individual judgment to determine whether events or processes comply with laws, regulations, or standards.

A. How important is EVALUATING INFORMATION TO DETERMINE COMPLIANCE WITH STANDARDS to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

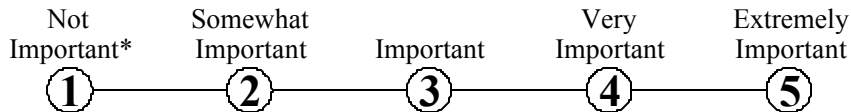
B. What level of EVALUATING INFORMATION TO DETERMINE COMPLIANCE WITH STANDARDS is needed to perform *your current job*?



## 8. Processing Information

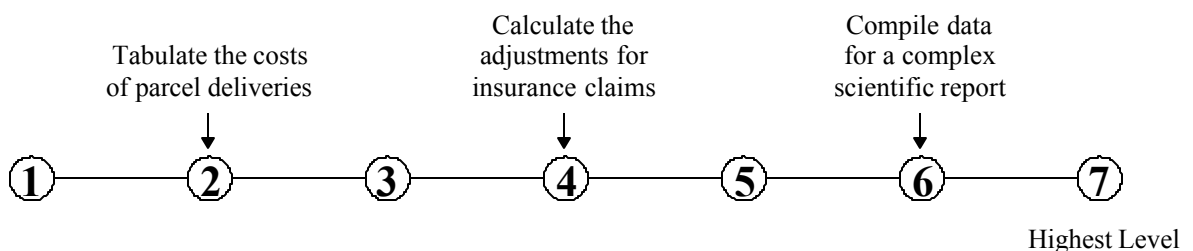
Compiling, coding, categorizing, calculating, tabulating, auditing, or verifying information or data.

A. How important is PROCESSING INFORMATION to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

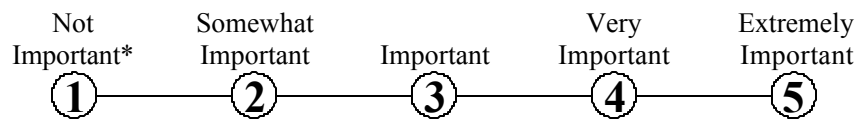
B. What level of PROCESSING INFORMATION is needed to perform *your current job*?



## 9. Analyzing Data or Information

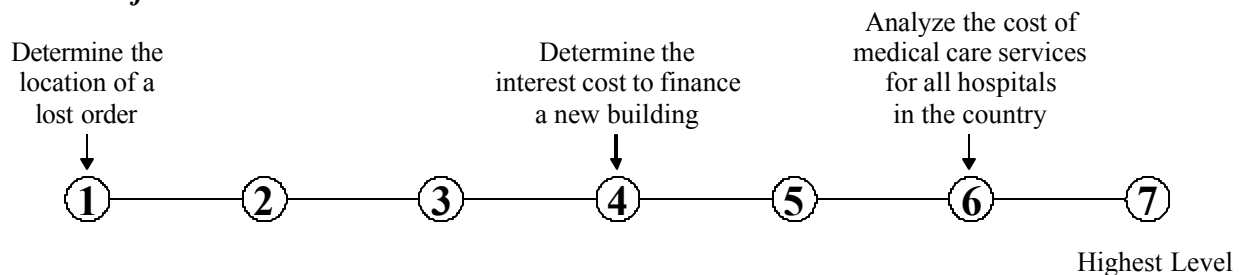
Identifying the underlying principles, reasons, or facts of information by breaking down information or data into separate parts.

A. How important is ANALYZING DATA OR INFORMATION to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

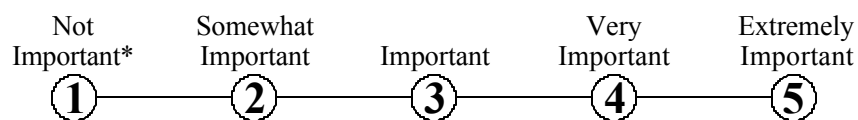
B. What level of ANALYZING DATA OR INFORMATION is needed to perform *your current job*?



## 10. Making Decisions and Solving Problems

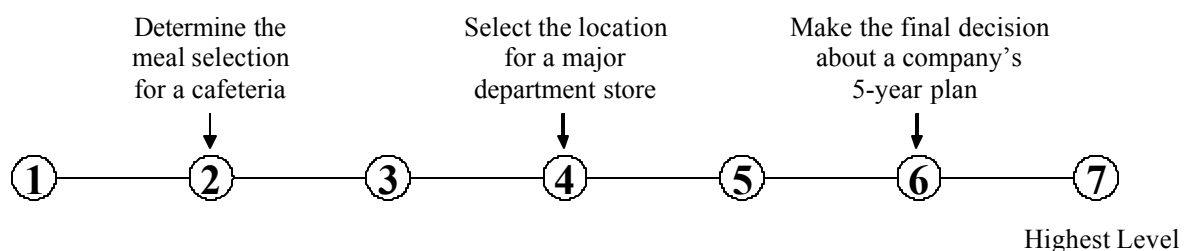
Analyzing information and evaluating results to choose the best solution and solve problems.

A. How important is MAKING DECISIONS AND SOLVING PROBLEMS to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

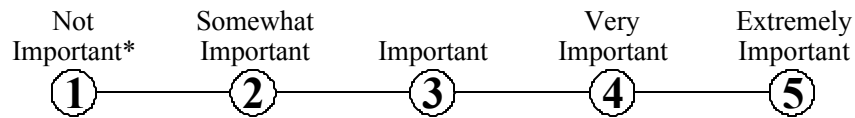
B. What level of MAKING DECISIONS AND SOLVING PROBLEMS is needed to perform *your current job*?



## 11. Thinking Creatively

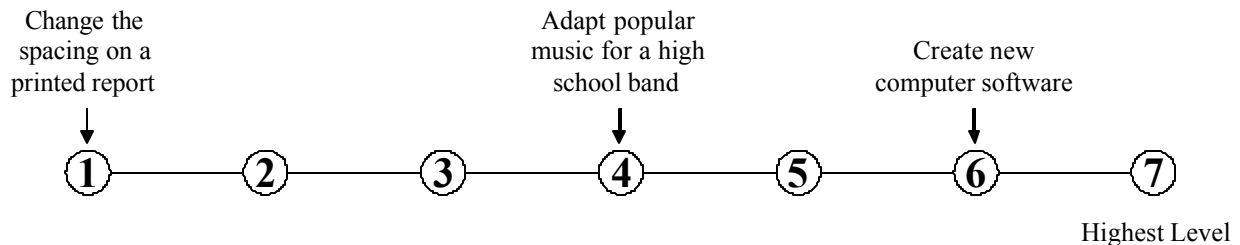
Developing, designing, or creating new applications, ideas, relationships, systems, or products, including artistic contributions.

A. How important is THINKING CREATIVELY to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

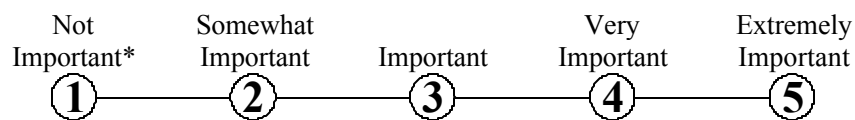
B. What level of THINKING CREATIVELY is needed to perform *your current job*?



## 12. Updating and Using Relevant Knowledge

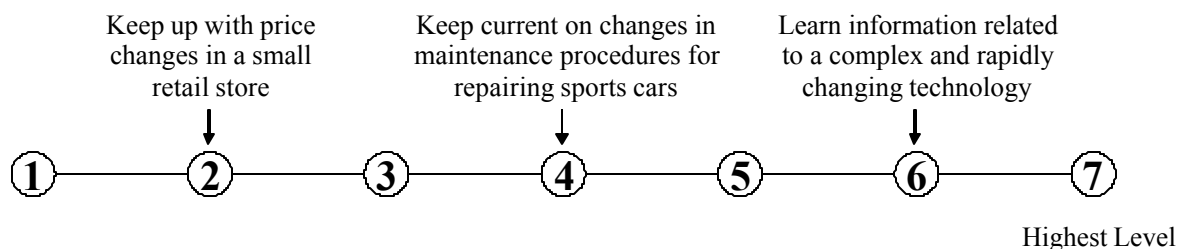
Keeping up-to-date technically and applying new knowledge to your job.

A. How important is UPDATING AND USING RELEVANT KNOWLEDGE to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of UPDATING AND USING RELEVANT KNOWLEDGE is needed to perform *your current job*?

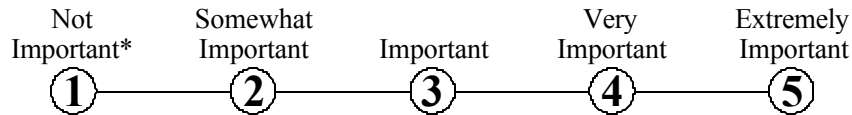




## 15. Organizing, Planning, and Prioritizing Work

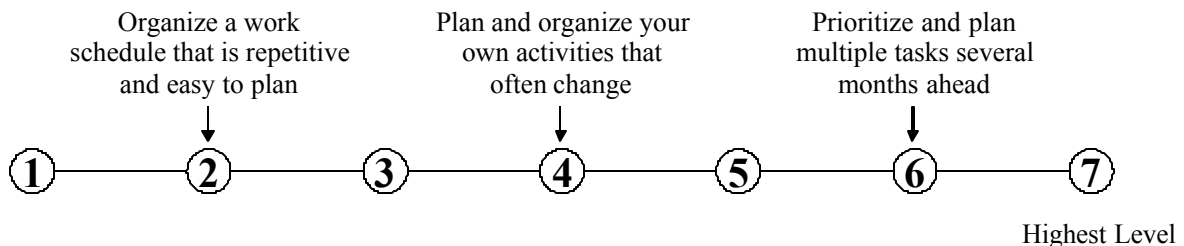
Developing specific goals and plans to prioritize, organize, and accomplish your work.

A. How important is ORGANIZING, PLANNING, AND PRIORITIZING WORK to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

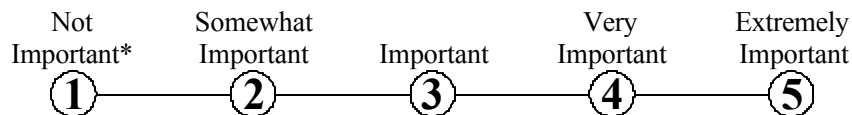
B. What level of ORGANIZING, PLANNING, AND PRIORITIZING WORK is needed to perform *your current job*?



## 16. Performing General Physical Activities

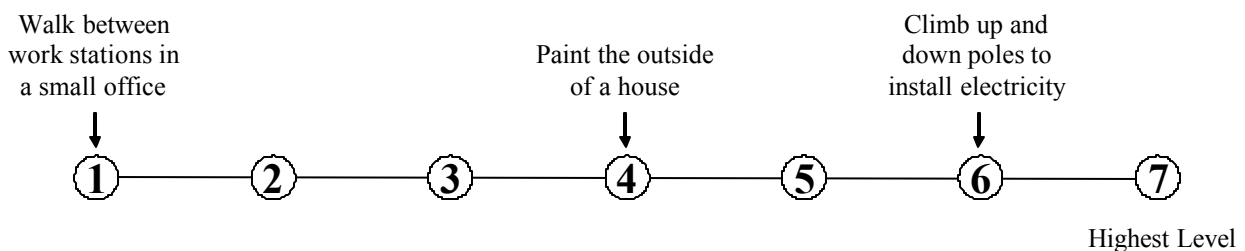
Performing physical activities that require considerable use of your arms and legs and moving your whole body, such as climbing, lifting, balancing, walking, stooping, and handling materials.

A. How important is PERFORMING GENERAL PHYSICAL ACTIVITIES to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

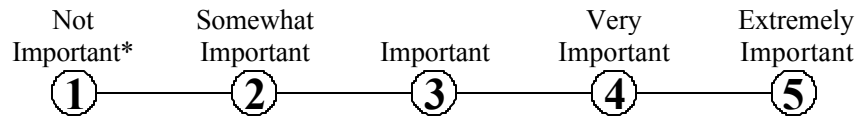
B. What level of PERFORMING GENERAL PHYSICAL ACTIVITIES is needed to perform *your current job*?



## 17. Handling and Moving Objects

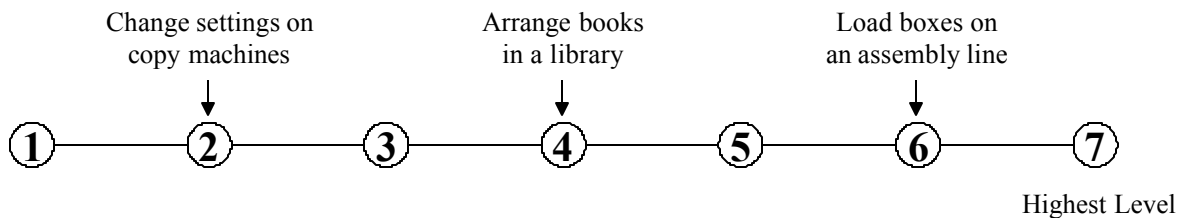
Using hands and arms in handling, installing, positioning, and moving materials, and manipulating things.

A. How important is HANDLING AND MOVING OBJECTS to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

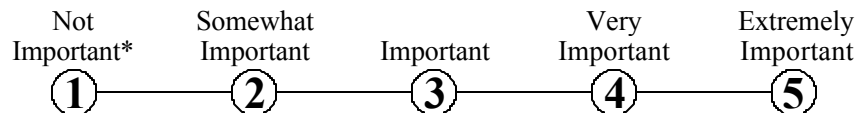
B. What level of HANDLING AND MOVING OBJECTS is needed to perform *your current job*?



## 18. Controlling Machines and Processes

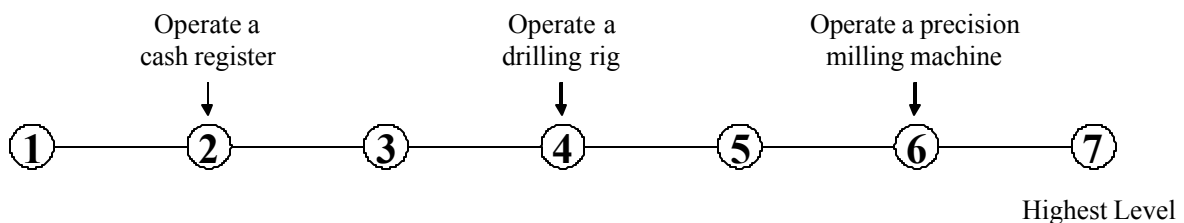
Using either control mechanisms or direct physical activity to operate machines or processes (not including computers or vehicles).

A. How important is CONTROLLING MACHINES AND PROCESSES to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of CONTROLLING MACHINES AND PROCESSES is needed to perform *your current job*?

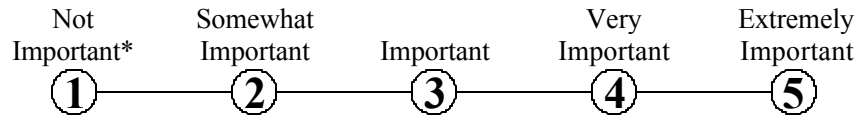




## 19. Working with Computers

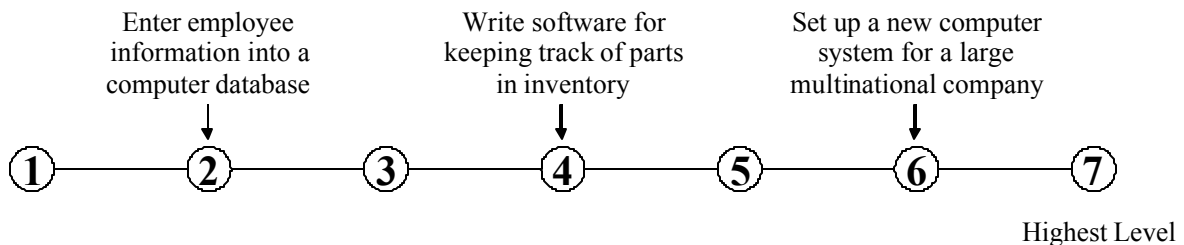
Using computers and computer systems (including hardware and software) to program, write software, set up functions, enter data, or process information.

A. How important is WORKING WITH COMPUTERS to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

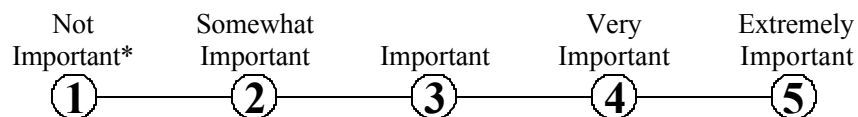
B. What level of WORKING WITH COMPUTERS is needed to perform *your current job*?



## 20. Operating Vehicles, Mechanized Devices, or Equipment

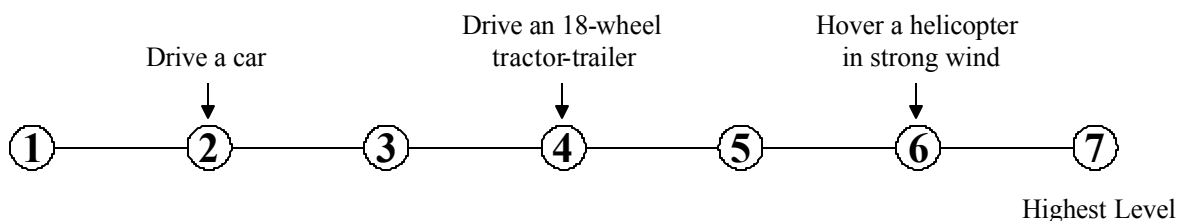
Running, maneuvering, navigating, or driving vehicles or mechanized equipment, such as forklifts, passenger vehicles, aircraft, or water craft.

A. How important is OPERATING VEHICLES, MECHANIZED DEVICES, OR EQUIPMENT to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

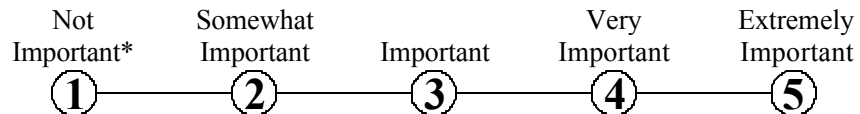
B. What level of OPERATING VEHICLES, MECHANIZED DEVICES, OR EQUIPMENT is needed to perform *your current job*?



## 21. Drafting, Laying Out, and Specifying Technical Devices, Parts, and Equipment

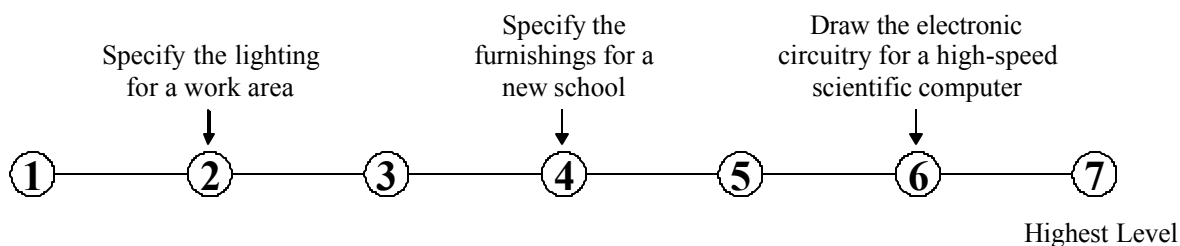
Providing documentation, detailed instructions, drawings, or specifications to tell others about how devices, parts, equipment, or structures are to be fabricated, constructed, assembled, modified, maintained, or used.

A. How important is DRAFTING, LAYING OUT, AND SPECIFYING TECHNICAL DEVICES, PARTS, AND EQUIPMENT to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

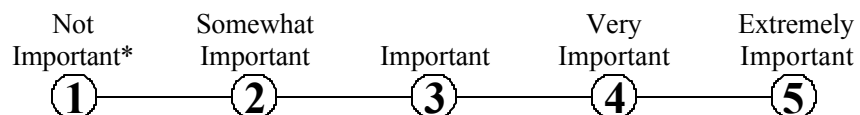
B. What level of DRAFTING, LAYING OUT, AND SPECIFYING TECHNICAL DEVICES, PARTS, AND EQUIPMENT is needed to perform *your current job*?



## 22. Repairing and Maintaining Mechanical Equipment

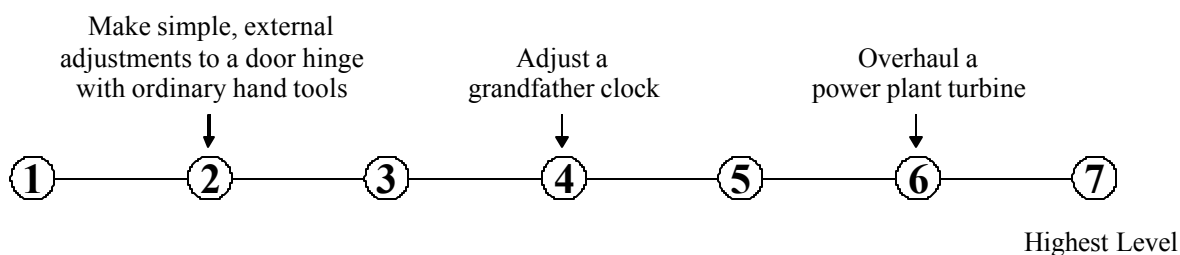
Servicing, repairing, adjusting, and testing machines, devices, moving parts, and equipment that operate primarily on the basis of mechanical (not electronic) principles.

A. How important is REPAIRING AND MAINTAINING MECHANICAL EQUIPMENT to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

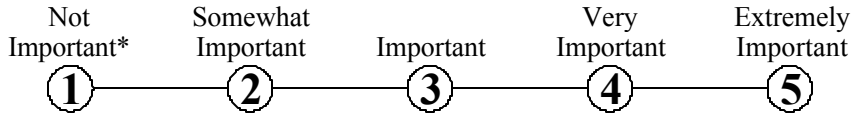
B. What level of REPAIRING AND MAINTAINING MECHANICAL EQUIPMENT is needed to perform *your current job*?



### 23. Repairing and Maintaining Electronic Equipment

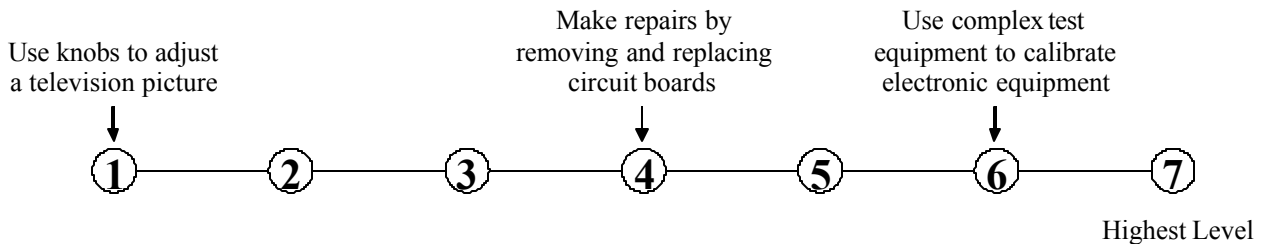
Servicing, repairing, calibrating, regulating, fine-tuning, or testing machines, devices, and equipment that operate primarily on the basis of electrical or electronic (not mechanical) principles.

A. How important is REPAIRING AND MAINTAINING ELECTRONIC EQUIPMENT to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

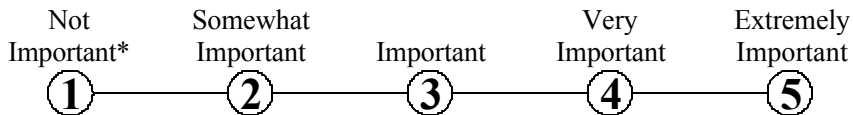
B. What level of REPAIRING AND MAINTAINING ELECTRONIC EQUIPMENT is needed to perform *your current job*?



### 24. Documenting/Recording Information

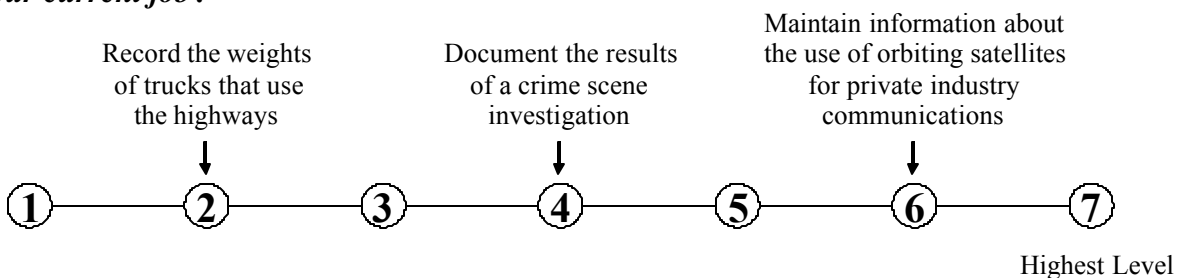
Entering, transcribing, recording, storing, or maintaining information in written or electronic/magnetic form.

A. How important is DOCUMENTING/RECORDING INFORMATION to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

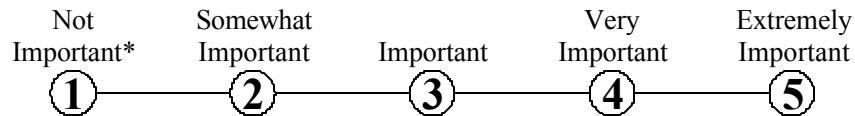
B. What level of DOCUMENTING/RECORDING INFORMATION is needed to perform *your current job*?



## 25. Interpreting the Meaning of Information for Others

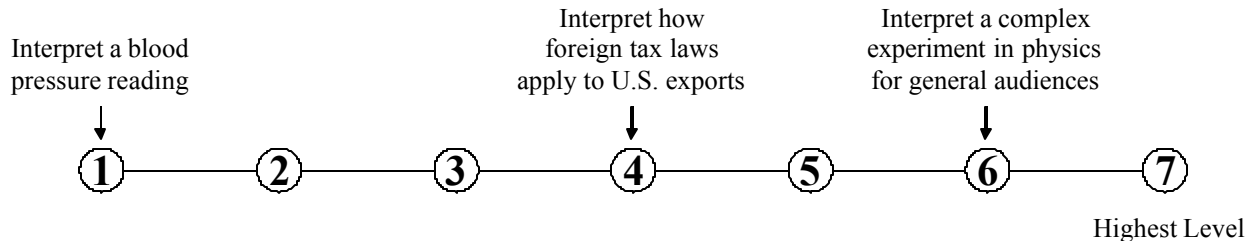
Translating or explaining what information means and how it can be used.

A. How important is INTERPRETING THE MEANING OF INFORMATION FOR OTHERS to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

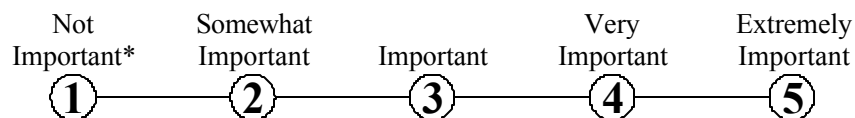
B. What level of INTERPRETING THE MEANING OF INFORMATION FOR OTHERS is needed to perform *your current job*?



## 26. Communicating with Supervisors, Peers, or Subordinates

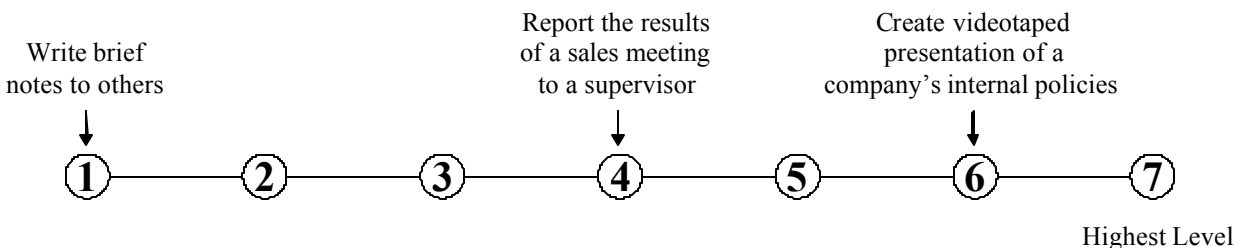
Providing information to supervisors, coworkers, and subordinates by telephone, in written form, e-mail, or in person.

A. How important is COMMUNICATING WITH SUPERVISORS, PEERS, OR SUBORDINATES to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

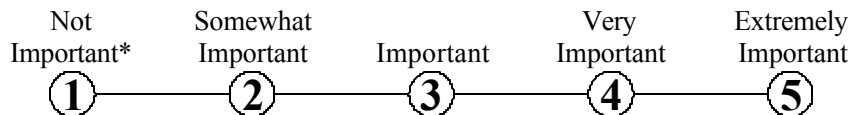
B. What level of COMMUNICATING WITH SUPERVISORS, PEERS, OR SUBORDINATES is needed to perform *your current job*?



## 27. Communicating with People Outside the Organization

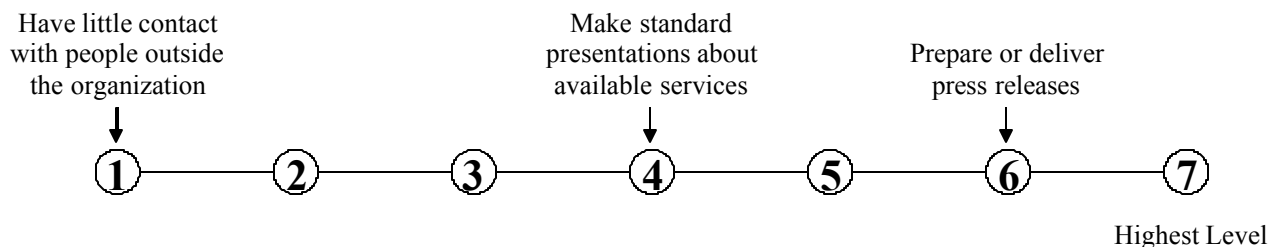
Communicating with people outside the organization, representing the organization to customers, the public, government, and other external sources. This information can be exchanged in person, in writing, or by telephone or e-mail.

A. How **important** is COMMUNICATING WITH PEOPLE OUTSIDE THE ORGANIZATION to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

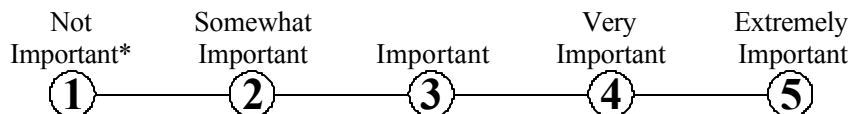
B. What **level** of COMMUNICATING WITH PEOPLE OUTSIDE THE ORGANIZATION is needed to perform *your current job*?



## 28. Establishing and Maintaining Interpersonal Relationships

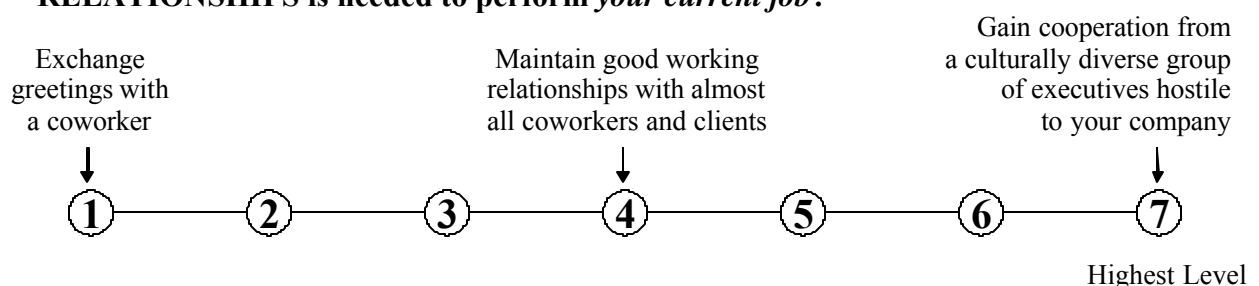
Developing constructive and cooperative working relationships with others and maintaining them over time.

A. How **important** is ESTABLISHING AND MAINTAINING INTERPERSONAL RELATIONSHIPS to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

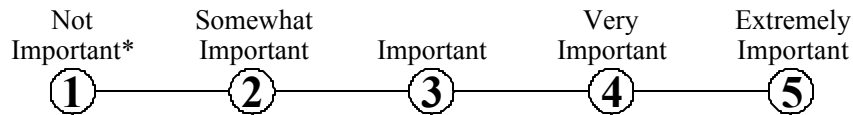
B. What **level** of ESTABLISHING AND MAINTAINING INTERPERSONAL RELATIONSHIPS is needed to perform *your current job*?



## 29. Assisting and Caring for Others

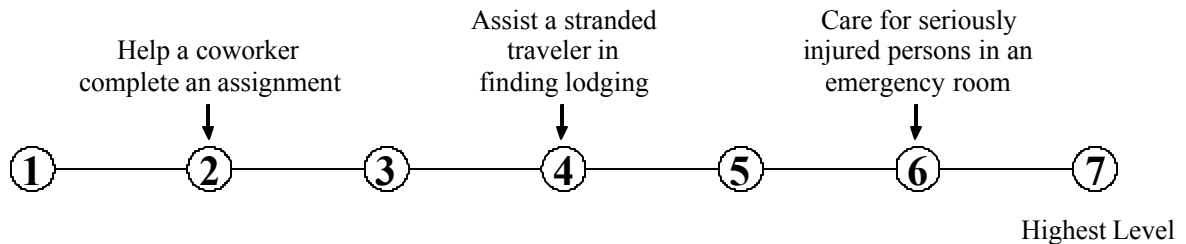
Providing personal assistance, medical attention, emotional support, or other personal care to others such as coworkers, customers, or patients.

A. How **important** is ASSISTING AND CARING FOR OTHERS to the performance of your current job?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

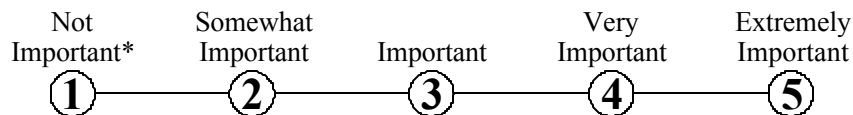
B. What **level** of ASSISTING AND CARING FOR OTHERS is needed to perform your current job?



## 30. Selling or Influencing Others

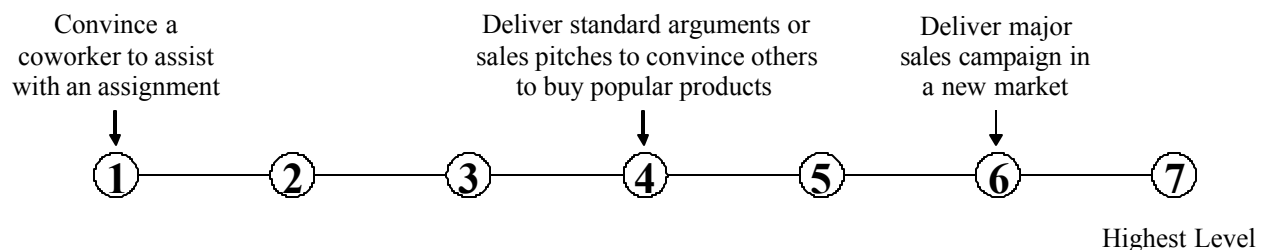
Convincing others to buy merchandise/goods or to otherwise change their minds or actions.

A. How **important** is SELLING OR INFLUENCING OTHERS to the performance of your current job?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What **level** of SELLING OR INFLUENCING OTHERS is needed to perform your current job?

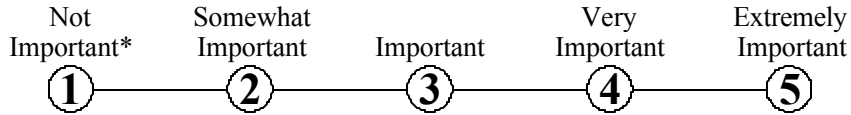




### 33. Coordinating the Work and Activities of Others

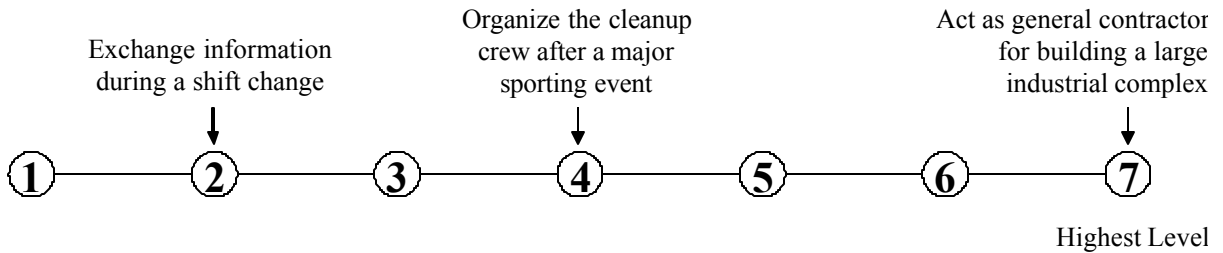
Getting members of a group to work together to accomplish tasks.

A. How important is COORDINATING THE WORK AND ACTIVITIES OF OTHERS to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

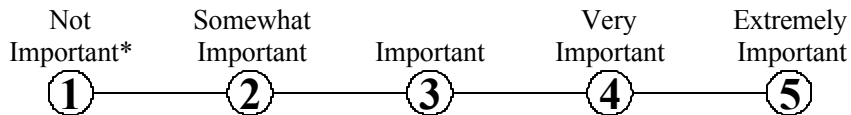
B. What level of COORDINATING THE WORK AND ACTIVITIES OF OTHERS is needed to perform *your current job*?



### 34. Developing and Building Teams

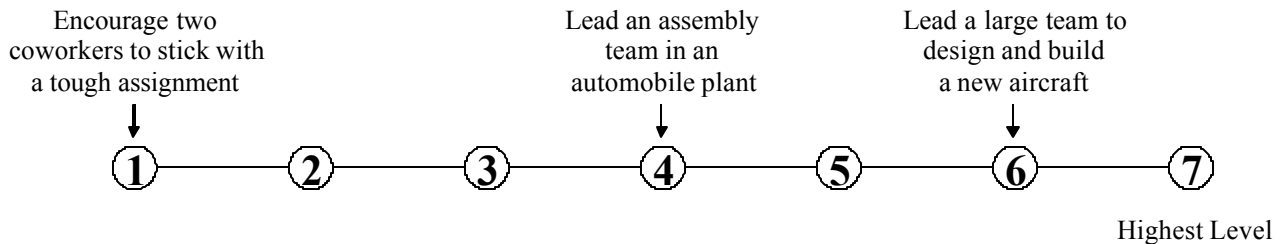
Encouraging and building mutual trust, respect, and cooperation among team members.

A. How important is DEVELOPING AND BUILDING TEAMS to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of DEVELOPING AND BUILDING TEAMS is needed to perform *your current job*?



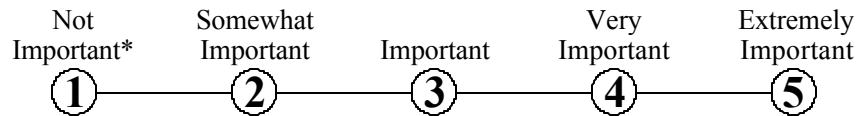




### 37. Coaching and Developing Others

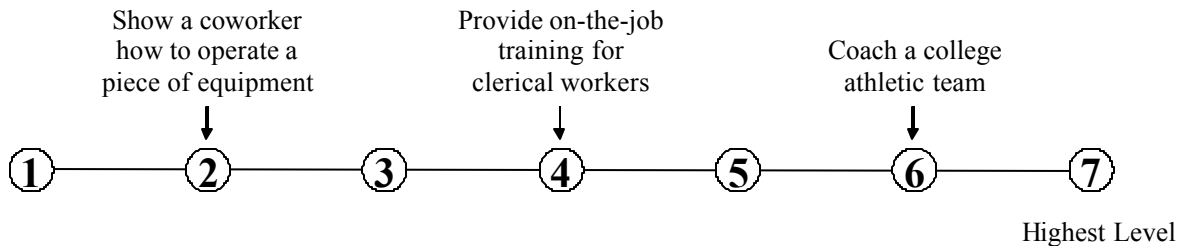
Identifying the developmental needs of others and coaching, mentoring, or otherwise helping others to improve their knowledge or skills.

A. How important is COACHING AND DEVELOPING OTHERS to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

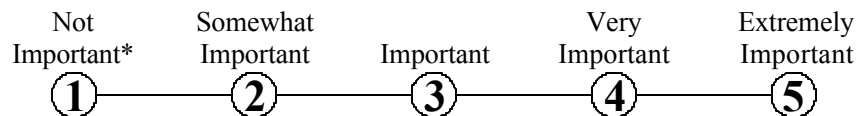
B. What level of COACHING AND DEVELOPING OTHERS is needed to perform *your current job*?



### 38. Providing Consultation and Advice to Others

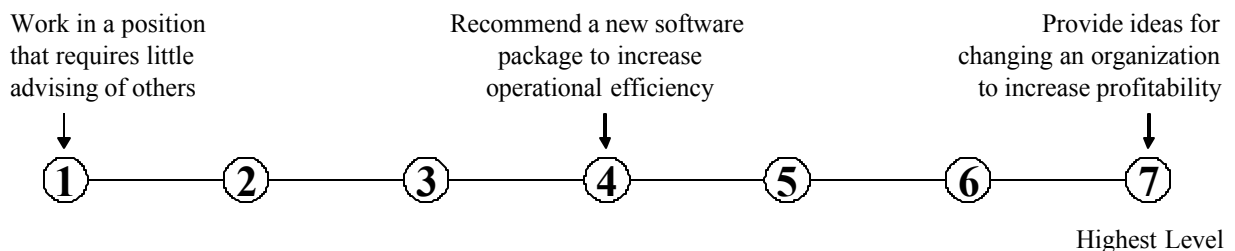
Providing guidance and expert advice to management or other groups on technical, systems-, or process-related topics.

A. How important is PROVIDING CONSULTATION AND ADVICE TO OTHERS to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of PROVIDING CONSULTATION AND ADVICE TO OTHERS is needed to perform *your current job*?

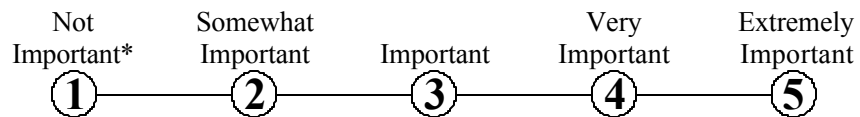




## 41. Monitoring and Controlling Resources

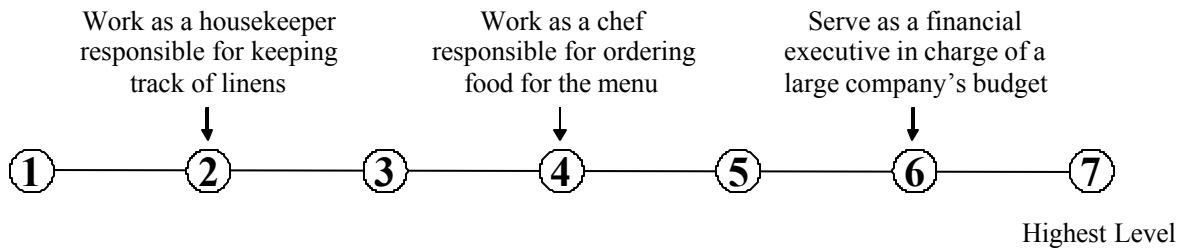
Monitoring and controlling resources and overseeing the spending of money.

A. How important is **MONITORING AND CONTROLLING RESOURCES** to the performance of *your current job*?



\* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of **MONITORING AND CONTROLLING RESOURCES** is needed to perform *your current job*?



## Specific Tasks Performed on Your Job

**Instructions:** Please read the following position description and then answer the question that follows it by marking an X in the appropriate box below.

### Registered Nurses

Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Include advance practice nurses such as: nurse practitioners, clinical nurse specialists, certified nurse midwives, and certified registered nurse anesthetists. Advanced practice nursing is practiced by RNs who have specialized formal, post-basic education and who function in highly autonomous and specialized roles.

**Which of the following best describes how closely this description matches the duties and responsibilities of your current job?**

- It describes almost exactly what I do.
- Most of it matches, but there are a few things that don't match what I do.
- Some things match, but most of it does not match what I do.
- It does not at all describe what I do.

*Please proceed to the next page.*

## **Specific Tasks Performed on Your Job (continued)**

**Instructions:** The next section presents a list of tasks. A task is an action or set of actions performed together to accomplish an objective. This list is specific to the job you are describing.

For each task, please make the following three ratings: **Relevance, Frequency, and Importance.** These ratings are described as follows:

**RELEVANCE.** If the task is NOT RELEVANT at all to performance on the job, mark through the "0" in the NOT RELEVANT column. Carefully read the task before deciding whether it is RELEVANT or NOT RELEVANT to this job. If you select the "0" in the NOT RELEVANT column, however, there is no need to complete the IMPORTANCE and FREQUENCY ratings described below. If the task is part of this job, rate IMPORTANCE and FREQUENCY.

**FREQUENCY.** (Do not complete if NOT RELEVANT was selected.) Ask yourself, "How often is this task performed on this job?" For example, "Interact with potential customers" is a task that an employee in one job might perform only "once per week or less," but an employee in another job might perform "hourly or more often."

Rate the FREQUENCY with which a task is performed by marking through the appropriate number, from 1 (indicating that the task is performed once per year or less often) to 7 (indicating that the task is performed hourly or more often) on the FREQUENCY scale.

**IMPORTANCE.** (Do not complete if NOT RELEVANT was selected.) Ask yourself, "How important is this task to performance on this job?" For example, "Develop objectives and strategies to guide the organization" might be very important for an employee in one job, but less important for another job. For the second job, however, "Provide performance feedback to subordinates" might be very important.

Rate importance of the task for performance on the job by marking through the appropriate number, from 1 (indicating that the task is of no importance) to 5 (indicating that the task is extremely important) on the IMPORTANCE scale.

***Please proceed to the next page.***

## Frequency

## Importance

	Not Relevant	Frequency							Importance				
		Once per year or less	More than once per year	More than once per month	More than once per week	Daily	Several times per day	Hourly or more often	Not Important	Somewhat Important	Important	Very Important	Extremely Important
1. Consult and coordinate with health care team members to assess, plan, implement and evaluate patient care plans.	0	1	2	3	4	5	6	7	1	2	3	4	5
2. Maintain accurate, detailed reports and records.	0	1	2	3	4	5	6	7	1	2	3	4	5
3. Modify patient treatment plans as indicated by patients' responses and conditions.	0	1	2	3	4	5	6	7	1	2	3	4	5
4. Monitor all aspects of patient care, including diet and physical activity.	0	1	2	3	4	5	6	7	1	2	3	4	5
5. Monitor, record and report symptoms and changes in patients' conditions.	0	1	2	3	4	5	6	7	1	2	3	4	5
6. Observe nurses and visit patients to ensure that proper nursing care is provided.	0	1	2	3	4	5	6	7	1	2	3	4	5
7. Prepare patients for, and assist with, examinations and treatments.	0	1	2	3	4	5	6	7	1	2	3	4	5
8. Prepare rooms, sterile instruments, equipment and supplies, and ensure that stock of supplies is maintained.	0	1	2	3	4	5	6	7	1	2	3	4	5

	Not Relevant	Frequency							Importance				
		Once per year or less	More than once per year	More than once per month	More than once per week	Daily	Several times per day	Hourly or more often	Not Important	Somewhat Important	Important	Very Important	Extremely Important
9. Provide health care, first aid, immunizations and assistance in convalescence and rehabilitation in locations such as schools, hospitals, and industry.	0	1	2	3	4	5	6	7	1	2	3	4	5
10. Record patients' medical information and vital signs.	0	1	2	3	4	5	6	7	1	2	3	4	5
11. Assess the needs of individuals, families and/or communities, including assessment of individuals' home and/or work environments to identify potential health or safety problems.	0	1	2	3	4	5	6	7	1	2	3	4	5
12. Conduct specified laboratory tests.	0	1	2	3	4	5	6	7	1	2	3	4	5
13. Consult with institutions or associations regarding issues and concerns relevant to the practice and profession of nursing.	0	1	2	3	4	5	6	7	1	2	3	4	5
14. Direct and supervise less skilled nursing/health care personnel, or supervise a particular unit on one shift.	0	1	2	3	4	5	6	7	1	2	3	4	5
15. Hand items to surgeons during operations.	0	1	2	3	4	5	6	7	1	2	3	4	5



	Not Relevant	Frequency							Importance				
		Once per year or less	More than once per year	More than once per month	More than once per week	Daily	Several times per day	Hourly or more often	Not Important	Somewhat Important	Important	Very Important	Extremely Important
16. Instruct individuals, families and other groups on topics such as health education, disease prevention and childbirth, and develop health improvement programs.	0	1	2	3	4	5	6	7	1	2	3	4	5
17. Order, interpret, and evaluate diagnostic tests to identify and assess patient's condition.	0	1	2	3	4	5	6	7	1	2	3	4	5
18. Prescribe or recommend drugs, medical devices or other forms of treatment, such as physical therapy, inhalation therapy, or related therapeutic procedures.	0	1	2	3	4	5	6	7	1	2	3	4	5
19. Provide or arrange for training/instruction of auxiliary personnel or students.	0	1	2	3	4	5	6	7	1	2	3	4	5
20. Refer students or patients to specialized health resources or community agencies furnishing assistance.	0	1	2	3	4	5	6	7	1	2	3	4	5
21. Work with individuals, groups, and families to plan and implement programs designed to improve the overall health of communities.	0	1	2	3	4	5	6	7	1	2	3	4	5

## Frequency

## Importance

	Not Relevant	Frequency							Importance				
		Once per year or less	More than once per year	More than once per month	More than once per week	Daily	Several times per day	Hourly or more often	Not Important	Somewhat Important	Important	Very Important	Extremely Important
22. Administer local, inhalation, intravenous, and other anesthetics.	0	1	2	3	4	5	6	7	1	2	3	4	5
23. Contract independently to render nursing care, usually to one patient, in hospital or private home.	0	1	2	3	4	5	6	7	1	2	3	4	5
24. Deliver infants and provide prenatal and postpartum care and treatment under obstetrician's supervision.	0	1	2	3	4	5	6	7	1	2	3	4	5
25. Direct and coordinate infection control programs, advising and consulting with specified personnel about necessary precautions.	0	1	2	3	4	5	6	7	1	2	3	4	5
26. Engage in research activities related to nursing.	0	1	2	3	4	5	6	7	1	2	3	4	5
27. Inform physician of patient's condition during anesthesia.	0	1	2	3	4	5	6	7	1	2	3	4	5
28. Perform administrative and managerial functions, such as taking responsibility for a unit's staff, budget, planning, and long-range goals.	0	1	2	3	4	5	6	7	1	2	3	4	5

	Not Relevant	Frequency							Importance				
29. Perform physical examinations, make tentative diagnoses, and treat patients en route to hospitals or at disaster site triage centers.	0	Once per year or less	More than once per year	More than once per month	More than once per week	Daily	Several times per day	Hourly or more often	Not Important	Somewhat Important	Important	Very Important	Extremely Important
		1	2	3	4	5	6	7	1	2	3	4	5

## Frequency

## Importance

	Not Relevant	Once per year or less More than once per year More than once per month More than once per week Daily Several times per day Hourly or more often	Not Important Somewhat Important Important Very Important Extremely Important
<p><b>Additional Relevant Tasks</b> Please write in additional relevant tasks and provide a rating.</p> <p>1. _____ _____ _____</p>	0	1 2 3 4 5 6 7	1 2 3 4 5
<p>2. _____ _____ _____</p>	0	1 2 3 4 5 6 7	1 2 3 4 5
<p>3. _____ _____ _____</p>	0	1 2 3 4 5 6 7	1 2 3 4 5
<p>4. _____ _____ _____</p>	0	1 2 3 4 5 6 7	1 2 3 4 5
<p>5. _____ _____ _____</p>	0	1 2 3 4 5 6 7	1 2 3 4 5

## Information About You

Many workers are being asked to complete this survey. Your answers to these questions will help us know that workers with differing amounts of experience and different backgrounds are included.

Please read each question carefully and mark your answer by putting an **X** in the box beside your answer, or by writing an answer on the line provided.

**1. What is the title of your current job?** (PLEASE PRINT)

---

**2. For how long have you worked at this job?** (Mark one box)

- Ten years or more
- At least 6 years, but less than 10 years
- At least 3 years, but less than 6 years
- At least 1 year, but less than 3 years
- At least 3 months, but less than 12 months
- At least 1 month, but less than 3 months
- Less than 1 month

**3. In your current job, are you employed by** (Mark one box)

- Government
- Private for-profit company
- Nonprofit organization including tax exempt and charitable organizations
- Self-employed
- Family business

4. **If you are working in the family business, is this business incorporated?**

Yes

No

Not working in a family business

5. **In what year were you born? .....** 1 9      

6. **Are you male or female?** (Mark one box)

Male

Female

7. **Are you Hispanic or Latino?** (Mark one box)

Yes

No

8. **What is your race?** (Mark one or more boxes)

American Indian or Alaska Native

Asian

Black or African American

Native Hawaiian or Other Pacific Islander

White

**9. Do you have any of the following long-lasting conditions?**

Yes   No

- a. Blindness, deafness, or a severe vision or hearing impairment?.....
  
- b. A condition that substantially limits one or more basic physical activities such as walking, climbing stairs, reaching, lifting, or carrying?.....

**10. Because of a physical, mental, or emotional condition lasting 6 months or more, do you have any difficulty doing any of the following activities?**

Yes   No

- a. Learning, remembering, or concentrating? .....
  
- b. Dressing, bathing, or getting around inside the home? .....
  
- c. Going outside the home alone to shop or visit a doctor's office? .....
  
- d. Working at a job or business? .....

**11. Indicate the highest level of education that you have completed**  
(please check only one box):

- Less than a High School Diploma**
- High School Diploma** (or GED or High School Equivalence Certificate)
- Post-Secondary Certificate** - awarded for training completed after high school (for example, in Personnel Services, Engineering-related Technologies, Vocational Home Economics, Construction Trades, Mechanics and Repairers, Precision Production Trades)
- Some College Courses**
- Associate's Degree** (or other 2-year degree)
- Bachelor's Degree**
- Post-Baccalaureate Certificate** - awarded for completion of an organized program of study; designed for people who have completed a Baccalaureate degree but do not meet the requirements of academic degrees carrying the title of Master.
- Master's Degree**
- Post-Master's Certificate** - awarded for completion of an organized program of study; designed for people who have completed a Master's degree but do not meet the requirements of academic degrees at the doctoral level.
- First Professional Degree** - awarded for completion of a program that
  - requires at least 2 years of college work before entrance into the program,
  - includes a total of at least 6 academic years of work to complete, and
  - provides all remaining academic requirements to begin practice in a profession.
- Doctoral Degree**
- Post-Doctoral Training**



## Your Association Memberships

Finally, we would like to know about the professional associations to which you belong.

**1. Are you currently a member of the following professional association(s)? (Please respond for each association listed; if none are listed below, please skip to Question 2.)**

American Nurses Association  Yes  No (13995)

Federation of Nurses and Health Professionals  Yes  No (14073)

**2. Please write in the names of any job-related associations to which you belong that are not listed above:**

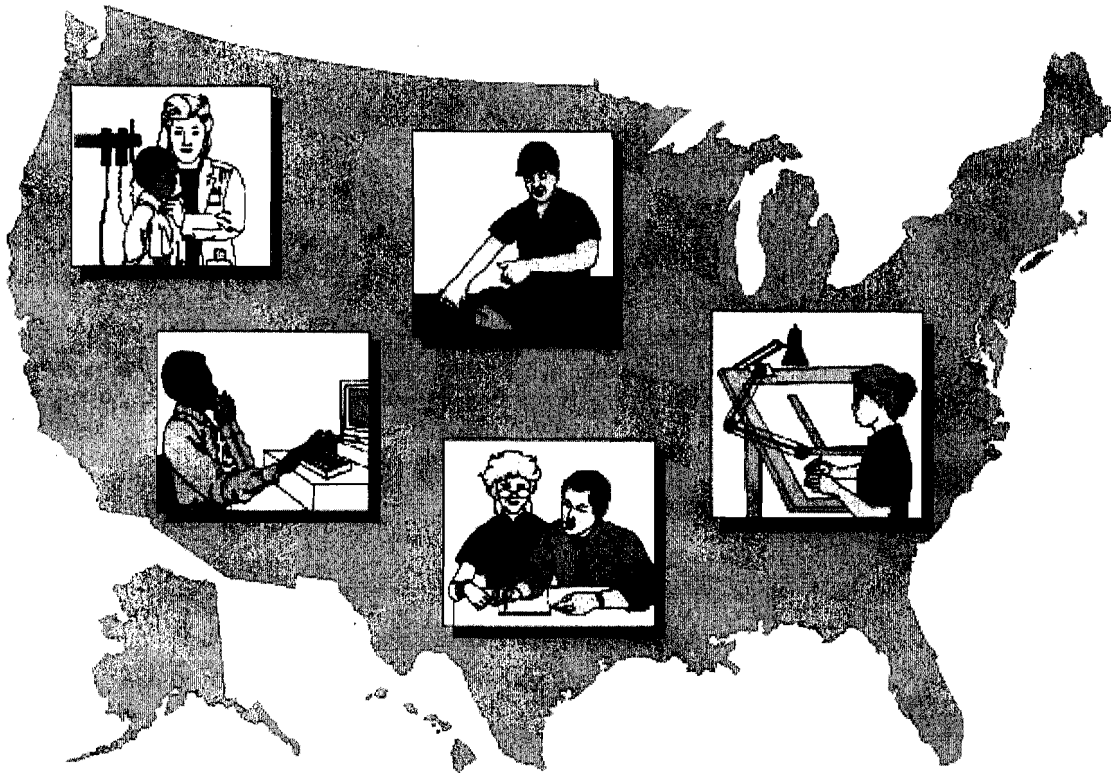
- a. \_\_\_\_\_
- b. \_\_\_\_\_
- c. \_\_\_\_\_



Form D  
OMB#1205-0421  
Expires: 12/31/2008  
Ver.: 9/05

O=15642 C=62891 B=2619  
(OCCUPATION NAME, ROSTER LINE NUMBER)  
Web site username: (USERNAME)  
Web site password: (PASSWORD)

# Some Important Questions About The *Work Context* Of Your Occupation



*Please return your completed questionnaire in the enclosed envelope to:*

**Research Triangle Institute, P.O. Box 12194, Research Triangle Park, NC 2770**

Sponsored by: The U.S. Department of Labor and the National O\*NET Consortium

Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. Respondents' obligation to reply to these reporting requirements is voluntary. Public reporting burden for this collection of information is estimated to average 30 minutes per response, including the time for reviewing instructions, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden to the U.S. Department of Labor, Office of Workforce Investment, Attn: O\*NET Project, Frances Perkins Building, Mail Stop S4231, 200 Constitution Ave., NW, Washington, DC 20210 (OMB Control Number 1205-0421).

Return to: Research Triangle Institute, PO Box 12194  
Research Triangle Park, North Carolina, 27709-2194

## Instructions for Work Context Questionnaire

### **Instructions**

In this questionnaire you will be asked about your working conditions. These questions are about your work setting and its possible hazards, the pace of your work, and your dealings with other people.

Read each question carefully and look closely at answer choices after each question. Put an **X** through the number for the answer that best describes *your current job*.

For example:

<p><b><u>How many hours</u> do you work in a typical week?</b></p> <p>Less than 40 hours                      40 hours                      More than 40 hours</p> <p>① ————— <del>2</del> ————— ③</p>
--

Mark your answer by putting an **X** through the number that represents your answer.  
Do not mark on the line between the numbers.

1. How often does *your current job* require face-to-face discussions with individuals and within teams?

Never	Once a year or more but not every month	Once a month or more but not every week	Once a week or more but not every day	Every day
①	②	③	④	⑤

2. How frequently does *your current job* require public speaking (one speaker with an audience)?

Never	Once a year or more but not every month	Once a month or more but not every week	Once a week or more but not every day	Every day
①	②	③	④	⑤

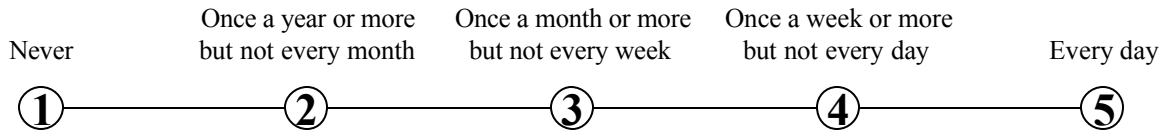
3. How frequently does *your current job* require telephone conversation?

Never	Once a year or more but not every month	Once a month or more but not every week	Once a week or more but not every day	Every day
①	②	③	④	⑤

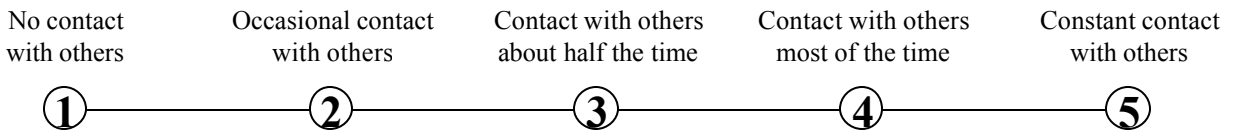
4. How frequently does *your current job* require electronic mail?

Never	Once a year or more but not every month	Once a month or more but not every week	Once a week or more but not every day	Every day
①	②	③	④	⑤

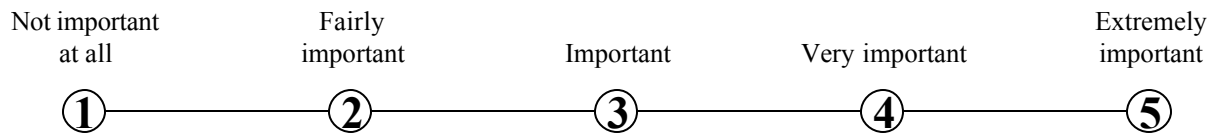
5. How frequently does *your current job* require written letters and memos?



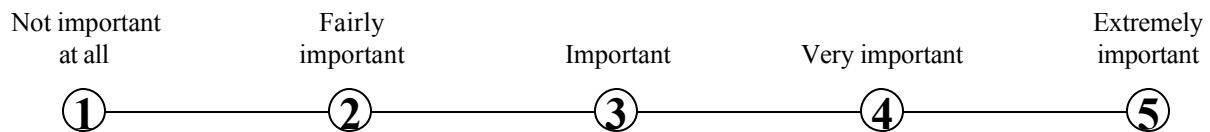
6. How much contact with others (by telephone, face-to-face, or otherwise) is required to perform *your current job*?



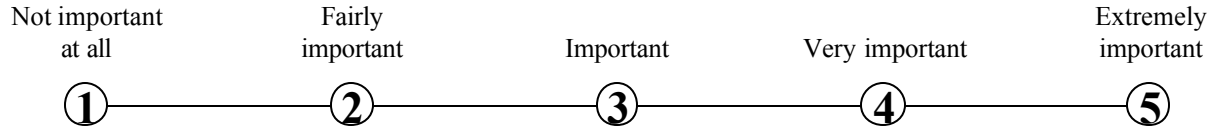
7. How important are interactions that require you to work with or contribute to a work group or team to perform *your current job*?



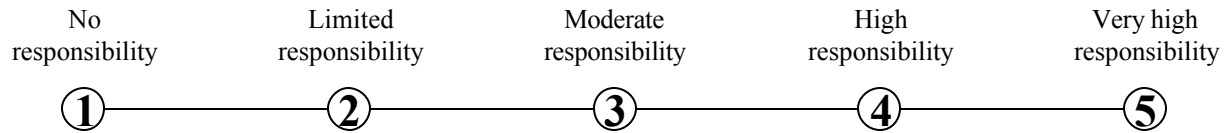
8. In *your current job*, how important are interactions that require you to deal with external customers (as in retail sales) or the public in general (as in police work)?



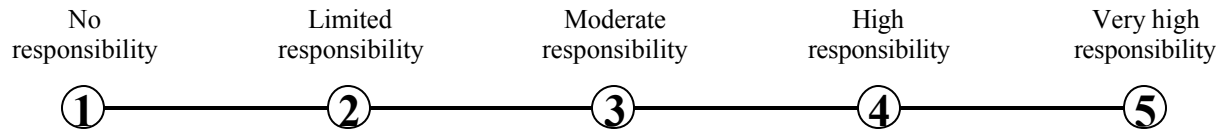
9. In your current job, how important are interactions that require you to coordinate or lead others in accomplishing work activities (not as a supervisor or team leader)?



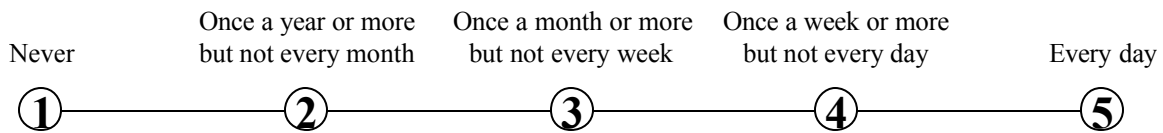
10. How responsible are you for the health and safety of other workers on your current job?



11. How responsible are you for work outcomes and results of other workers on your current job?

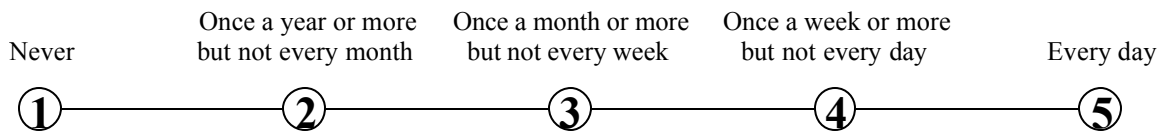


12. How often are conflict situations a part of your current job?

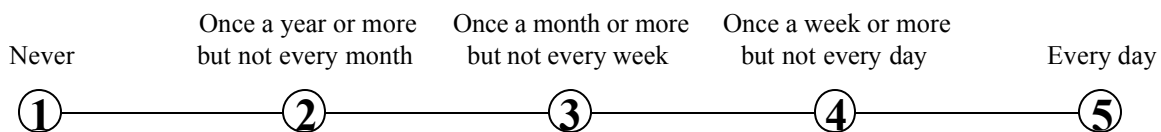




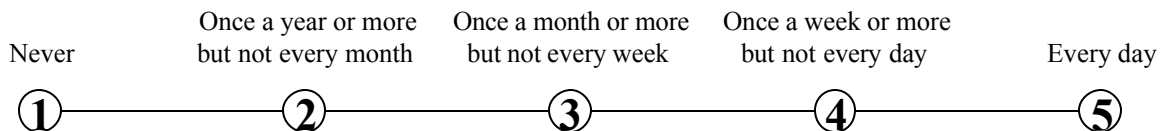
13. How often is dealing with unpleasant, angry, or discourteous people a part of *your current job*?



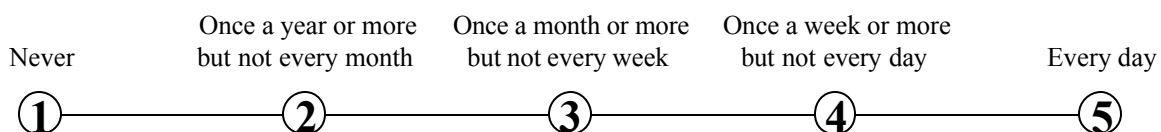
14. How often is dealing with violent or physically aggressive people a part of *your current job*?



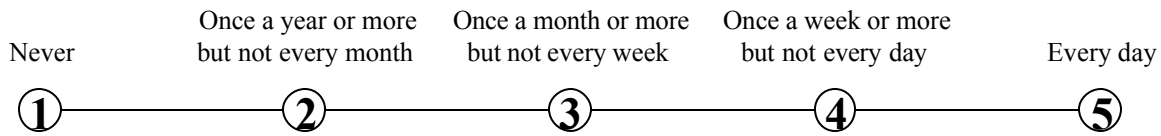
15. How often does *your current job* require you to work indoors in an environmentally controlled environment (like a warehouse with air conditioning)?



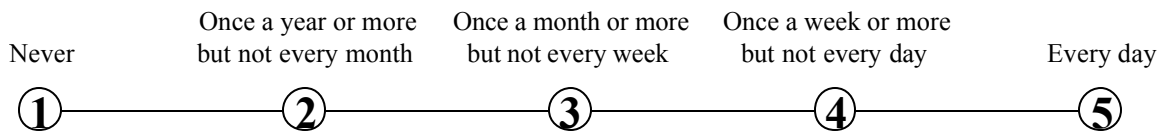
16. How often does *your current job* require you to work in an environment that is not environmentally controlled (like a warehouse without air conditioning)?



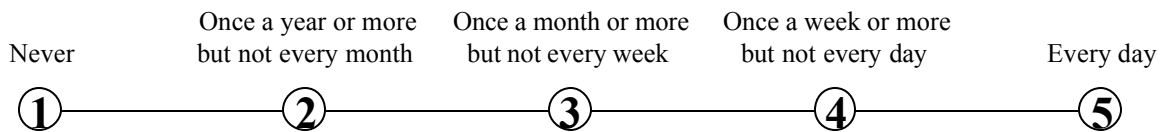
17. How often does *your current job* require you to work outdoors, exposed to all weather conditions?



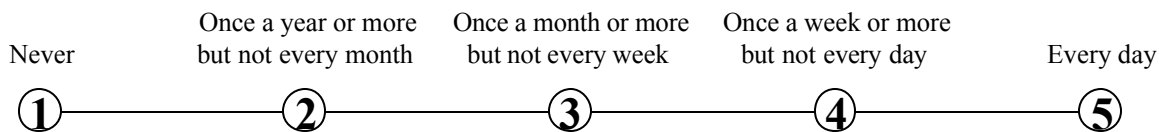
18. How often does *your current job* require you to work outdoors, under cover (like in an open shed)?



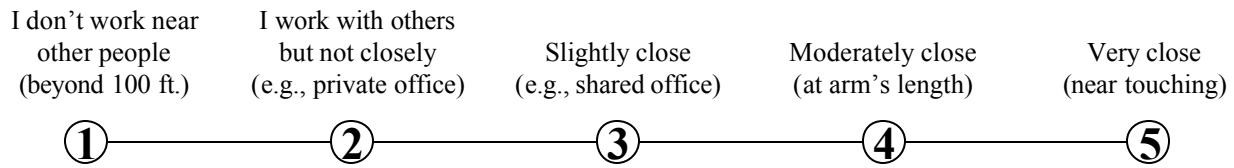
19. How often does *your current job* require you to work in an open vehicle or operating equipment (like a tractor)?



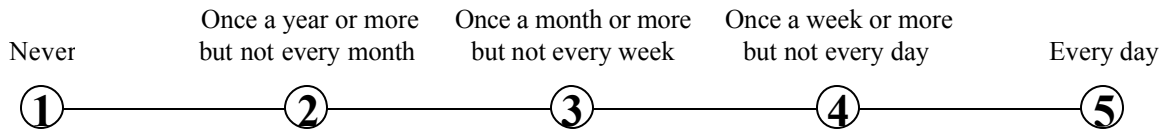
20. How often does *your current job* require you to work in a closed vehicle or operate enclosed equipment (like a car)?



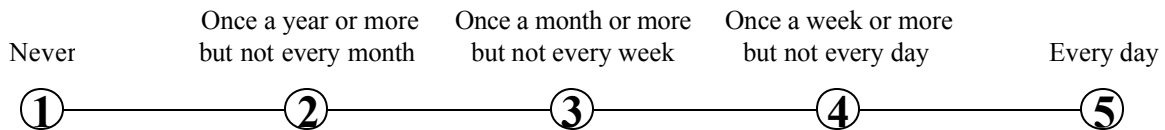
21. How physically close to other people are you when you perform *your current job*?



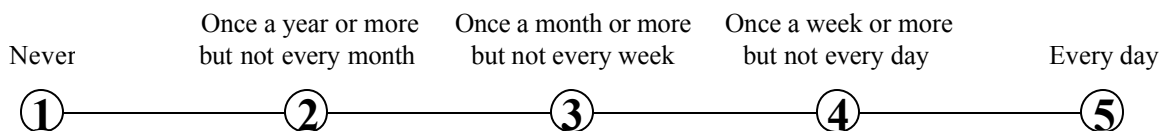
22. In *your current job*, how often are you exposed to sounds and noise levels that are distracting and uncomfortable?



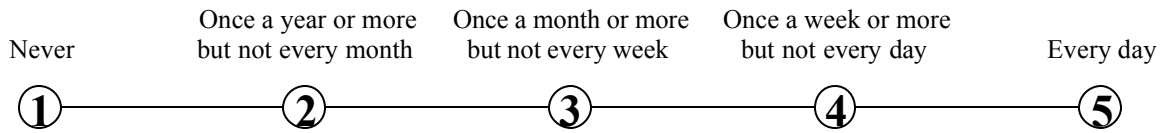
23. In *your current job*, how often are you exposed to very hot (above 90° F) or very cold (under 32° F) temperatures?



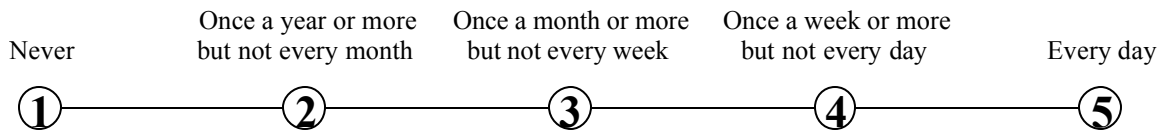
24. In *your current job*, how often are you exposed to extremely bright or inadequate lighting conditions?



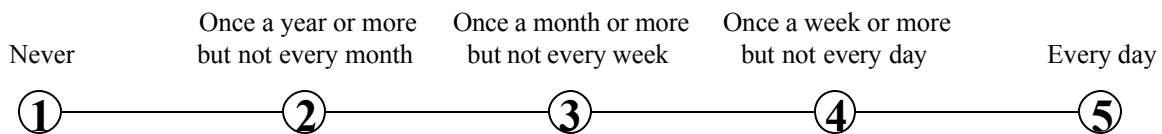
25. In *your current job*, how often are you exposed to contaminants (such as pollutants, gases, dust, or odors)?



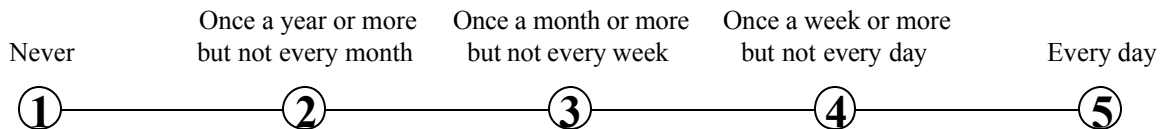
26. In *your current job*, how often are you exposed to cramped work space that requires getting into awkward positions?



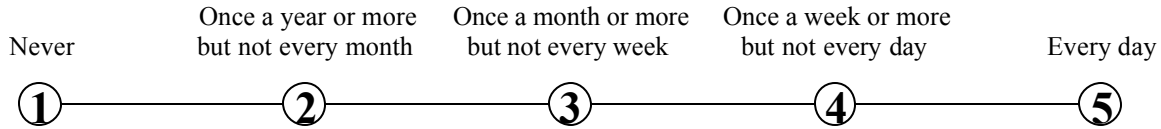
27. In *your current job*, how often are you exposed to whole body vibration (like operating a jackhammer or earth moving equipment)?



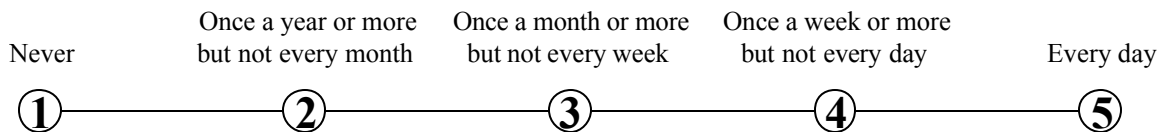
28. How often does *your current job* require that you be exposed to radiation?



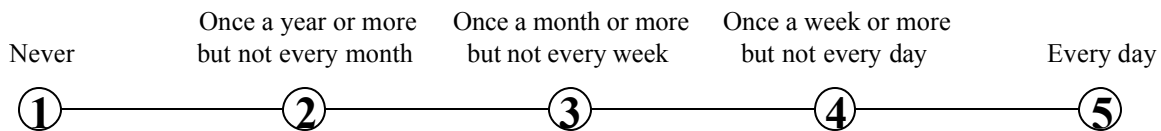
29. **How often does your current job require that you be exposed to diseases or infection?** This can happen with workers in patient care, some laboratory work, sanitation control, etc.



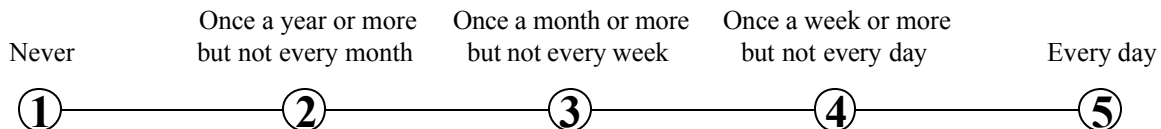
30. **How often does your current job require that you be exposed to high places?** This can happen for workers who work on poles, scaffolding, catwalks, or ladders longer than 8 feet in length.



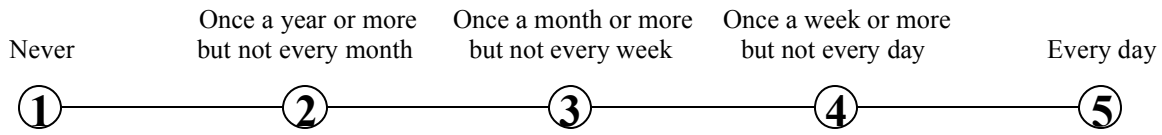
31. **How often does your current job require that you be exposed to hazardous conditions?** This can happen when working with high voltage electricity, flammable material, explosives, or chemicals. Do not include working with hazardous equipment.



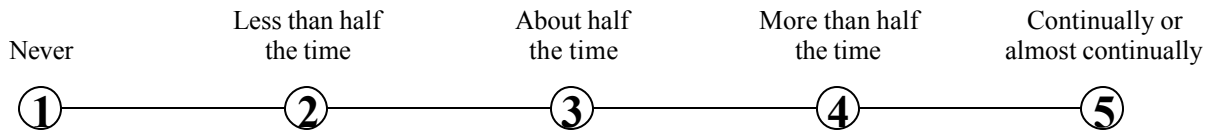
32. **How often does your current job require that you be exposed to hazardous equipment?** This includes working with saws, close to machinery with exposed moving parts, or working near vehicular traffic (but not including driving a vehicle).



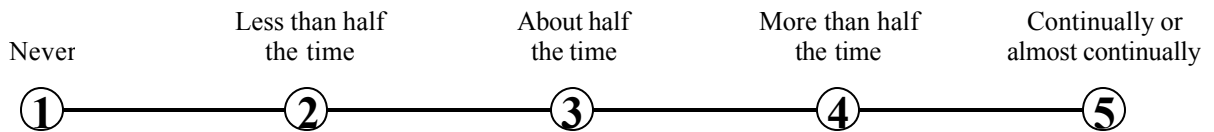
33. How often does *your current job* require that you be exposed to minor burns, cuts, bites, or stings?



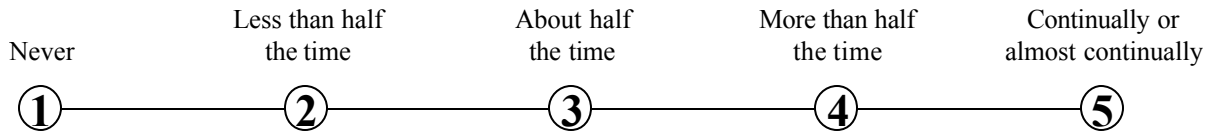
34. How much time in *your current job* do you spend sitting?



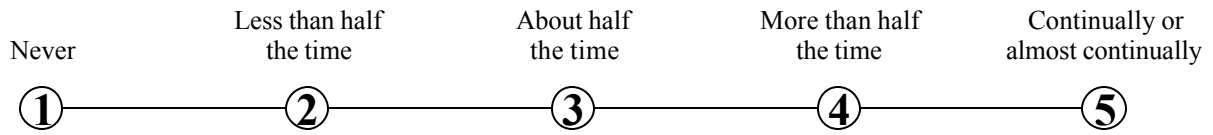
35. How much time in *your current job* do you spend standing?



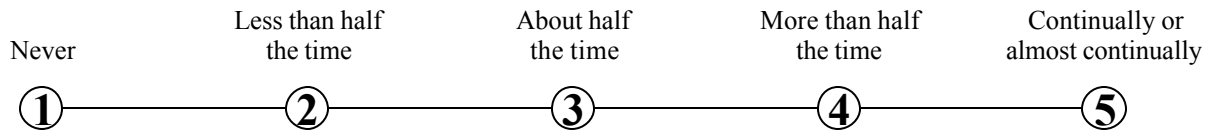
36. How much time in *your current job* do you spend climbing ladders, scaffolds, poles, etc.?



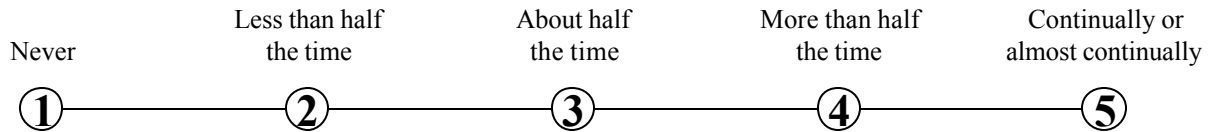
37. How much time in *your current job* do you spend walking or running?



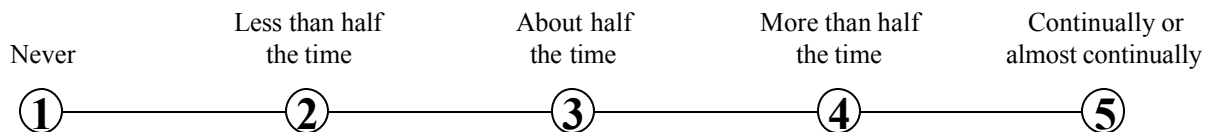
38. How much time in *your current job* do you spend kneeling, crouching, stooping, or crawling?



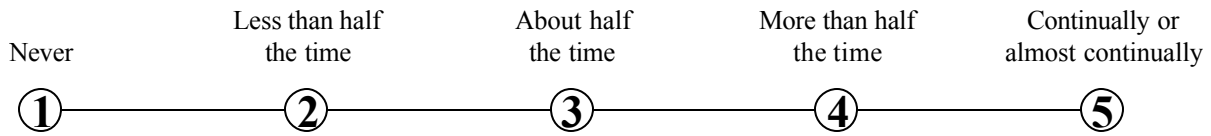
39. How much time in *your current job* do you spend keeping or regaining your balance?



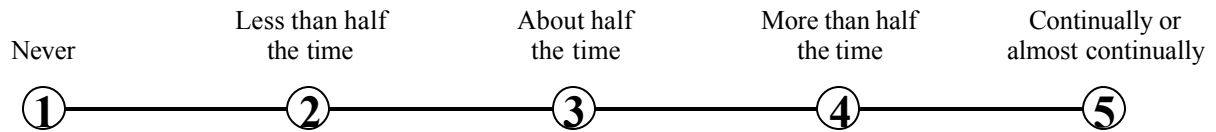
40. How much time in *your current job* do you spend using your hands to handle, control, or feel objects, tools, or controls?



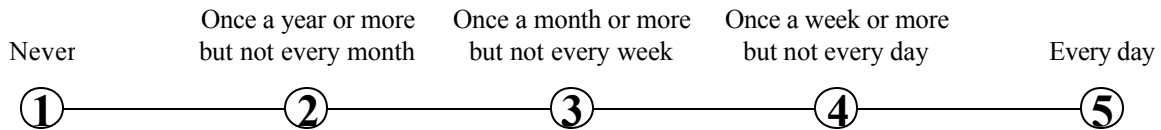
41. How much time in *your current job* do you spend bending or twisting your body?



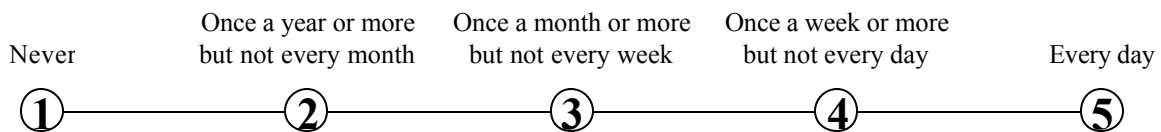
42. How much time in *your current job* do you spend making repetitive motions?



43. In *your current job*, how often do you wear common protective or safety equipment such as safety shoes, glasses, gloves, hearing protection, hard hats, or life jackets?

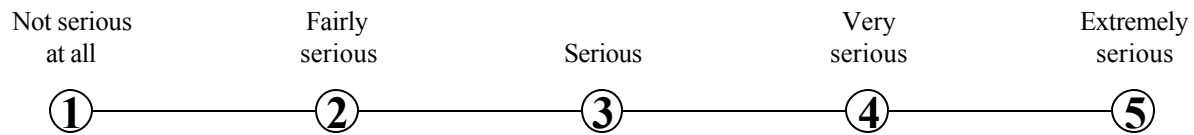


44. In *your current job*, how often do you wear specialized protective or safety equipment, such as breathing apparatus, safety harness, full protection suits, or radiation protection?

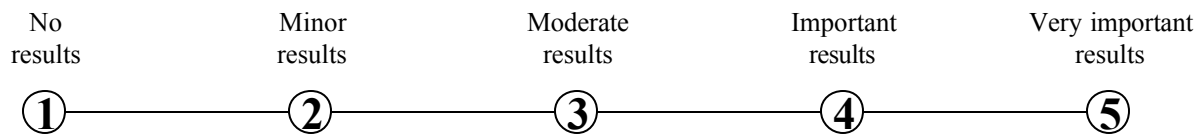




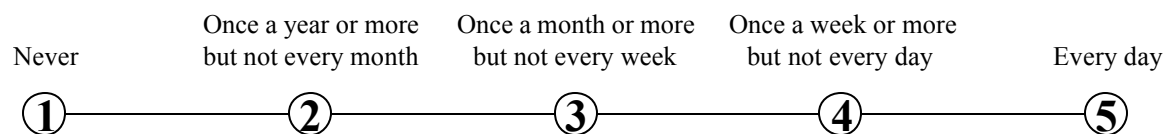
45. **How serious a mistake can you make on *your current job* (one you can't easily correct)?**



46. **In your current job, what results do your decisions usually have on other people or the image or reputation or financial resources of your employer?**



47. **In your current job, how often do your decisions affect other people or the image or reputation or financial resources of your employer?**



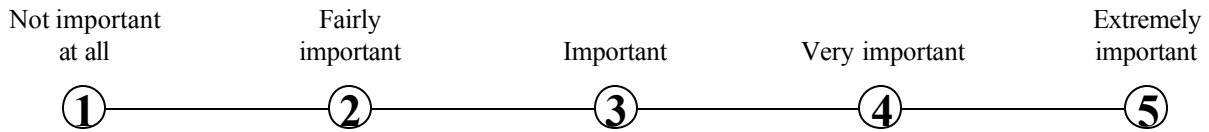
48. **In your current job, how much freedom do you have to make decisions without supervision?**



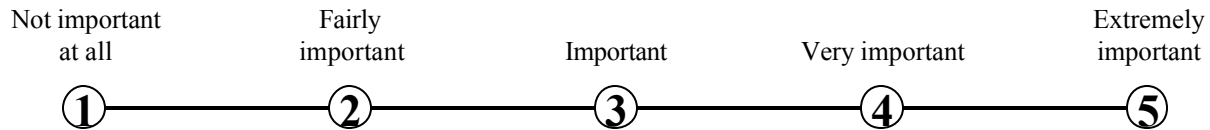
49. How automated is your current job?



50. How important to your current job is being very exact or highly accurate?



51. How important to your current job are continuous, repetitious physical activities (like key entry) or mental activities (like checking entries in a ledger)?



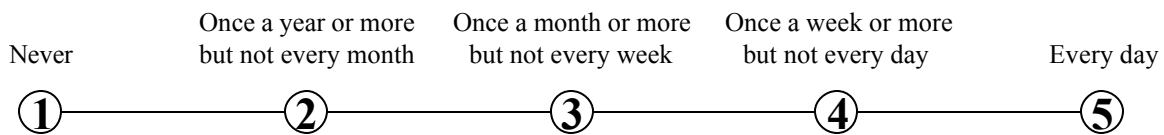
52. How much freedom do you have to determine the tasks, priorities, or goals of your current job?



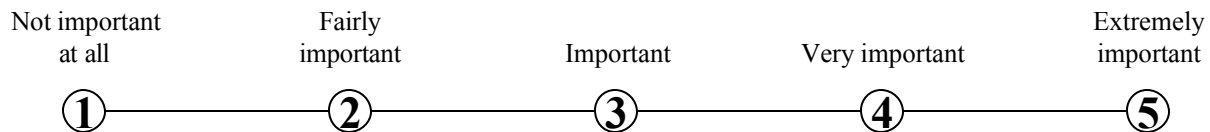
53. How competitive is *your current job*?



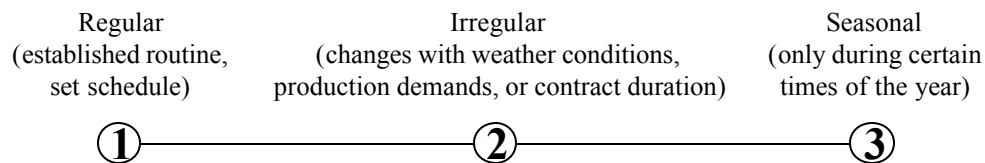
54. How often does *your current job* require you to meet strict deadlines?



55. How important to *your current job* is keeping a pace set by machinery or equipment?



56. How regular is your work schedule on *your current job*?



57. How many hours do you work in a typical week on *your current job*?

Less than 40 hours

40 hours

More than 40 hours

①

②

③

## Specific Tasks Performed on Your Job

**Instructions:** Please read the following position description and then answer the question that follows it by marking an X in the appropriate box below.

### Registered Nurses

Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Include advance practice nurses such as: nurse practitioners, clinical nurse specialists, certified nurse midwives, and certified registered nurse anesthetists. Advanced practice nursing is practiced by RNs who have specialized formal, post-basic education and who function in highly autonomous and specialized roles.

**Which of the following best describes how closely this description matches the duties and responsibilities of your current job?**

- It describes almost exactly what I do.
- Most of it matches, but there are a few things that don't match what I do.
- Some things match, but most of it does not match what I do.
- It does not at all describe what I do.

*Please proceed to the next page.*

## **Specific Tasks Performed on Your Job (continued)**

**Instructions:** The next section presents a list of tasks. A task is an action or set of actions performed together to accomplish an objective. This list is specific to the job you are describing.

For each task, please make the following three ratings: **Relevance, Frequency, and Importance.** These ratings are described as follows:

**RELEVANCE.** If the task is NOT RELEVANT at all to performance on the job, mark through the "0" in the NOT RELEVANT column. Carefully read the task before deciding whether it is RELEVANT or NOT RELEVANT to this job. If you select the "0" in the NOT RELEVANT column, however, there is no need to complete the IMPORTANCE and FREQUENCY ratings described below. If the task is part of this job, rate IMPORTANCE and FREQUENCY.

**FREQUENCY.** (Do not complete if NOT RELEVANT was selected.) Ask yourself, "How often is this task performed on this job?" For example, "Interact with potential customers" is a task that an employee in one job might perform only "once per week or less," but an employee in another job might perform "hourly or more often."

Rate the FREQUENCY with which a task is performed by marking through the appropriate number, from 1 (indicating that the task is performed once per year or less often) to 7 (indicating that the task is performed hourly or more often) on the FREQUENCY scale.

**IMPORTANCE.** (Do not complete if NOT RELEVANT was selected.) Ask yourself, "How important is this task to performance on this job?" For example, "Develop objectives and strategies to guide the organization" might be very important for an employee in one job, but less important for another job. For the second job, however, "Provide performance feedback to subordinates" might be very important.

Rate importance of the task for performance on the job by marking through the appropriate number, from 1 (indicating that the task is of no importance) to 5 (indicating that the task is extremely important) on the IMPORTANCE scale.

***Please proceed to the next page.***

## Frequency

## Importance

	Not Relevant	Frequency							Importance				
		Once per year or less	More than once per year	More than once per month	More than once per week	Daily	Several times per day	Hourly or more often	Not Important	Somewhat Important	Important	Very Important	Extremely Important
1. Consult and coordinate with health care team members to assess, plan, implement and evaluate patient care plans.	0	1	2	3	4	5	6	7	1	2	3	4	5
2. Maintain accurate, detailed reports and records.	0	1	2	3	4	5	6	7	1	2	3	4	5
3. Modify patient treatment plans as indicated by patients' responses and conditions.	0	1	2	3	4	5	6	7	1	2	3	4	5
4. Monitor all aspects of patient care, including diet and physical activity.	0	1	2	3	4	5	6	7	1	2	3	4	5
5. Monitor, record and report symptoms and changes in patients' conditions.	0	1	2	3	4	5	6	7	1	2	3	4	5
6. Observe nurses and visit patients to ensure that proper nursing care is provided.	0	1	2	3	4	5	6	7	1	2	3	4	5
7. Prepare patients for, and assist with, examinations and treatments.	0	1	2	3	4	5	6	7	1	2	3	4	5
8. Prepare rooms, sterile instruments, equipment and supplies, and ensure that stock of supplies is maintained.	0	1	2	3	4	5	6	7	1	2	3	4	5

	Not Relevant	Frequency							Importance				
		Once per year or less	More than once per year	More than once per month	More than once per week	Daily	Several times per day	Hourly or more often	Not Important	Somewhat Important	Important	Very Important	Extremely Important
9. Provide health care, first aid, immunizations and assistance in convalescence and rehabilitation in locations such as schools, hospitals, and industry.	0	1	2	3	4	5	6	7	1	2	3	4	5
10. Record patients' medical information and vital signs.	0	1	2	3	4	5	6	7	1	2	3	4	5
11. Assess the needs of individuals, families and/or communities, including assessment of individuals' home and/or work environments to identify potential health or safety problems.	0	1	2	3	4	5	6	7	1	2	3	4	5
12. Conduct specified laboratory tests.	0	1	2	3	4	5	6	7	1	2	3	4	5
13. Consult with institutions or associations regarding issues and concerns relevant to the practice and profession of nursing.	0	1	2	3	4	5	6	7	1	2	3	4	5
14. Direct and supervise less skilled nursing/health care personnel, or supervise a particular unit on one shift.	0	1	2	3	4	5	6	7	1	2	3	4	5
15. Hand items to surgeons during operations.	0	1	2	3	4	5	6	7	1	2	3	4	5



	Not Relevant	Frequency							Importance				
		Once per year or less	More than once per year	More than once per month	More than once per week	Daily	Several times per day	Hourly or more often	Not Important	Somewhat Important	Important	Very Important	Extremely Important
16. Instruct individuals, families and other groups on topics such as health education, disease prevention and childbirth, and develop health improvement programs.	0	1	2	3	4	5	6	7	1	2	3	4	5
17. Order, interpret, and evaluate diagnostic tests to identify and assess patient's condition.	0	1	2	3	4	5	6	7	1	2	3	4	5
18. Prescribe or recommend drugs, medical devices or other forms of treatment, such as physical therapy, inhalation therapy, or related therapeutic procedures.	0	1	2	3	4	5	6	7	1	2	3	4	5
19. Provide or arrange for training/instruction of auxiliary personnel or students.	0	1	2	3	4	5	6	7	1	2	3	4	5
20. Refer students or patients to specialized health resources or community agencies furnishing assistance.	0	1	2	3	4	5	6	7	1	2	3	4	5
21. Work with individuals, groups, and families to plan and implement programs designed to improve the overall health of communities.	0	1	2	3	4	5	6	7	1	2	3	4	5

## Frequency

## Importance

	Not Relevant	Frequency							Importance				
		Once per year or less	More than once per year	More than once per month	More than once per week	Daily	Several times per day	Hourly or more often	Not Important	Somewhat Important	Important	Very Important	Extremely Important
22. Administer local, inhalation, intravenous, and other anesthetics.	0	1	2	3	4	5	6	7	1	2	3	4	5
23. Contract independently to render nursing care, usually to one patient, in hospital or private home.	0	1	2	3	4	5	6	7	1	2	3	4	5
24. Deliver infants and provide prenatal and postpartum care and treatment under obstetrician's supervision.	0	1	2	3	4	5	6	7	1	2	3	4	5
25. Direct and coordinate infection control programs, advising and consulting with specified personnel about necessary precautions.	0	1	2	3	4	5	6	7	1	2	3	4	5
26. Engage in research activities related to nursing.	0	1	2	3	4	5	6	7	1	2	3	4	5
27. Inform physician of patient's condition during anesthesia.	0	1	2	3	4	5	6	7	1	2	3	4	5
28. Perform administrative and managerial functions, such as taking responsibility for a unit's staff, budget, planning, and long-range goals.	0	1	2	3	4	5	6	7	1	2	3	4	5



## Frequency

## Importance

		Frequency							Importance				
	Not Relevant	Once per year or less	More than once per year	More than once per month	More than once per week	Daily	Several times per day	Hourly or more often	Not Important	Somewhat Important	Important	Very Important	Extremely Important
<p><b>Additional Relevant Tasks</b></p> <p>Please write in additional relevant tasks and provide a rating.</p> <p>1. _____</p> <p>_____</p> <p>_____</p> <p>2. _____</p> <p>_____</p> <p>_____</p> <p>3. _____</p> <p>_____</p> <p>_____</p> <p>4. _____</p> <p>_____</p> <p>_____</p> <p>5. _____</p> <p>_____</p> <p>_____</p>	0	1	2	3	4	5	6	7	1	2	3	4	5
	0	1	2	3	4	5	6	7	1	2	3	4	5
	0	1	2	3	4	5	6	7	1	2	3	4	5
	0	1	2	3	4	5	6	7	1	2	3	4	5
	0	1	2	3	4	5	6	7	1	2	3	4	5

## Information About You

Many workers are being asked to complete this survey. Your answers to these questions will help us know that workers with differing amounts of experience and different backgrounds are included.

Please read each question carefully and mark your answer by putting an **X** in the box beside your answer, or by writing an answer on the line provided.

**1. What is the title of your current job?** (PLEASE PRINT)

---

**2. For how long have you worked at this job?** (Mark one box)

- Ten years or more
- At least 6 years, but less than 10 years
- At least 3 years, but less than 6 years
- At least 1 year, but less than 3 years
- At least 3 months, but less than 12 months
- At least 1 month, but less than 3 months
- Less than 1 month

**3. In your current job, are you employed by** (Mark one box)

- Government
- Private for-profit company
- Nonprofit organization including tax exempt and charitable organizations
- Self-employed
- Family business

4. **If you are working in the family business, is this business incorporated?**

Yes

No

Not working in a family business

5. **In what year were you born? .....** 1 9      

6. **Are you male or female?** (Mark one box)

Male

Female

7. **Are you Hispanic or Latino?** (Mark one box)

Yes

No

8. **What is your race?** (Mark one or more boxes)

American Indian or Alaska Native

Asian

Black or African American

Native Hawaiian or Other Pacific Islander

White

**9. Do you have any of the following long-lasting conditions?**

Yes   No

- a. Blindness, deafness, or a severe vision or hearing impairment?.....
  
- b. A condition that substantially limits one or more basic physical activities such as walking, climbing stairs, reaching, lifting, or carrying?.....

**10. Because of a physical, mental, or emotional condition lasting 6 months or more, do you have any difficulty doing any of the following activities?**

Yes   No

- a. Learning, remembering, or concentrating? .....
  
- b. Dressing, bathing, or getting around inside the home? .....
  
- c. Going outside the home alone to shop or visit a doctor's office? .....
  
- d. Working at a job or business? .....

**11. Indicate the highest level of education that you have completed**  
(please check only one box):

- Less than a High School Diploma**
- High School Diploma** (or GED or High School Equivalence Certificate)
- Post-Secondary Certificate** - awarded for training completed after high school (for example, in Personnel Services, Engineering-related Technologies, Vocational Home Economics, Construction Trades, Mechanics and Repairers, Precision Production Trades)
- Some College Courses**
- Associate's Degree** (or other 2-year degree)
- Bachelor's Degree**
- Post-Baccalaureate Certificate** - awarded for completion of an organized program of study; designed for people who have completed a Baccalaureate degree but do not meet the requirements of academic degrees carrying the title of Master.
- Master's Degree**
- Post-Master's Certificate** - awarded for completion of an organized program of study; designed for people who have completed a Master's degree but do not meet the requirements of academic degrees at the doctoral level.
- First Professional Degree** - awarded for completion of a program that
  - requires at least 2 years of college work before entrance into the program,
  - includes a total of at least 6 academic years of work to complete, and
  - provides all remaining academic requirements to begin practice in a profession.
- Doctoral Degree**
- Post-Doctoral Training**



## Your Association Memberships

Finally, we would like to know about the professional associations to which you belong.

**1. Are you currently a member of the following professional association(s)? (Please respond for each association listed; if none are listed below, please skip to Question 2.)**

American Nurses Association  Yes  No (13995)

Federation of Nurses and Health Professionals  Yes  No (14073)

**2. Please write in the names of any job-related associations to which you belong that are not listed above:**

- a. \_\_\_\_\_
- b. \_\_\_\_\_
- c. \_\_\_\_\_

