

Real World Careers — O*NET Content Map

Six work-cognition domains mapped to U.S. Department of Labor O*NET Abilities and Generalized Work Activities.

RWC Domain	What it scores	Primary O*NET Abilities	Related O*NET GWAs / Skills	Ability Profiler proximity
Executive reasoning	Planning, prioritization, multi-constraint work problems.	Deductive Reasoning; Inductive Reasoning; Problem Sensitivity; Fluency of Ideas.	Making Decisions and Solving Problems; Organizing, Planning, and Prioritizing Work; Analyzing Data or Information.	Reasoning load nearest Arithmetic Reasoning. Not a 1:1 substitute.
Quantitative & spatial	Number relations, quantity, spatial arrangement under time.	Mathematical Reasoning; Number Facility; Visualization; Spatial Orientation.	Processing Information; Estimating the Quantifiable Characteristics of Products, Events, or Information.	Arithmetic Reasoning; Computation; Spatial Ability.
Verbal & working memory	Holding and using language and short sequences under load.	Oral Comprehension; Written Comprehension; Memorization; Information Ordering.	Getting Information; Interpreting the Meaning of Information for Others; Documenting/Recording Information.	Verbal Ability.
Visual pattern	Detecting structure, anomaly, and visual regularity.	Flexibility of Closure; Speed of Closure; Perceptual Speed; Category Flexibility.	Identifying Objects, Actions, and Events; Inspecting Equipment, Structures, or Materials.	Form Perception; Clerical Perception (perceptual speed).
Workplace judgment	People-and-work problems; situational choice among options.	Problem Sensitivity; Social Perceptiveness (support); Deductive Reasoning.	Resolving Conflicts and Negotiating with Others; Establishing and Maintaining Interpersonal Relationships; Coaching and Developing Others.	No direct Ability Profiler analog. SJT-style content, not GMA alone.
Procedural sequencing	Correct order of steps; process integrity.	Information Ordering; Deductive Reasoning; Selective Attention.	Controlling Machines and Processes; Performing Administrative Activities; Monitoring Processes, Materials, or Surroundings.	Clerical Perception (order/accuracy). Not motor or dexterity scales.

RWC does not measure Motor Coordination, Manual Dexterity, or Finger Dexterity and is not a full Ability Profiler substitute. Retention (separate criterion file): 969/1,000 employed at 45 days; 911/1,000 at nine months — observational, not a guarantee. IBM Quantum Job IDs on the related scoring lineage are computational verification only. IBM did not validate or endorse results. Full dossier: [RWC_Technical_Manual.pdf](#).