
ADVANCED LEARNING ACADEMY LLC · CARMEL, INDIANA

Real World Careers

Technical Manual

Work-cognition assessment · Fifty items · Six domains · Ceiling 110

Decision support for job seekers, employers, and federal programs.

Not a hire stamp. Not a medical or IQ classification.

Official client dossier · Edition 1.0 · 7 September 2026

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Guinness World Records Puzzle Master

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Observational retention after use of the report:

969 of 1,000 employed at 45 days · 911 of 1,000 employed at nine months.

Headcount. Not a guarantee.

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1. Purpose and Intended Use

Real World Careers (RWC) measures how a person solves work. Fifty timed items produce a six-domain fit profile. The profile is used as decision support in three settings: an individual targeting careers and openings; an employer reviewing hiring fit before salary is committed; and a federal or workforce program mapping people to occupational families they can grow in.

RWC is not a medical examination, not a clinical instrument, not a government or clinical IQ classification, and not a hire stamp. The composite ceiling is 110. Reports do not carry an IQ label. The hiring authority retains the selection decision. Human judgment is required.

2. Instrument Authority

The instrument is designed and directed by Timothy E. Parker, CEO and Founder of Advanced Learning Academy LLC, Carmel, Indiana, founded 1996. Parker holds the Guinness World Records title as the world's most syndicated puzzle compiler, certified 2000 to the present, and the designation Guinness World Records Puzzle Master. The following published record establishes content expertise and face authority. It does not mean the named organizations validated RWC scores.

- Thirty years of cognitive puzzle and assessment work, 1996–2026. 180 million solvers. 80+ countries. 1,400+ organizations.
- Content and media clients of record: Disney, Microsoft, Warner Bros., Comcast, the Smithsonian Institution, the Arthritis Foundation. Also published on the official record: Sony, Coca-Cola, Pepsi, Merriam-Webster.
- Sole writer of all 225 episodes of Merv Griffin's Crosswords — 17,100+ clues — personally recruited by Merv Griffin.
- 100+ books with Simon & Schuster, Penguin Random House, Thomas Nelson, Baker Publishing Group / Revell, Wiley (For Dummies), and Andrews McMeel.
- USA Today senior crossword editor, 13 years (2003–2016). First crossword editor in the 100-year history of Reader's Digest (2001). Founder of the Universal Crossword (8,100+ puzzles).
- 20,000+ crosswords. 1.5 million+ original clues. 50,000+ cognitive puzzles. Content syndicated to 3,000+ publications.
- Related scoring lineage carries IBM Quantum computational verification on `ibm_fez` (Job IDs `d11hbkf29c4s73appk4g` and `d6uvlc2f84ks73deoqp0`). IBM did not validate or endorse results.

Brand names describe the architect's documented syndication and content history. They are not psychometric endorsements of this instrument.

3. Description, Administration, and Score Products

Format: 50 timed work problems delivered remotely. Scoring covers six domains listed in Section 4. Administration is standardized: same item set, same timing rules, same scoring key for every buyer class.

Score products

- Six domain scores on the results page.
- Ranked career matches for the individual SKU (six matches at \$99; unlimited at \$199).
- A credential the examinee controls, with a verify path the examinee may share or withhold.
- Multi-year ZIP job-search access on the individual SKU.
- Employer cohort summary and hiring-fit profiles.
- Federal occupational-family maps for TAP, veterans, and workforce programs.

Names may remain outside a personnel file. Verify codes are examinee-controlled. Results are decision support for use the same week they are issued.

4. Domain Definitions

Each domain is a work-relevant cognitive or judgment process. Together they describe how the examinee solves work, not a single general-ability number.

Domain	Definition — what the score represents
Executive reasoning	Planning, prioritization, and working a problem that has more than one constraint.
Quantitative & spatial	Number relations, quantity, and spatial arrangement under time pressure.
Verbal & working memory	Holding language and short sequences in mind and using them to finish the item.
Visual pattern	Detecting structure, anomaly, and visual regularity in work-like displays.
Workplace judgment	Choosing among options in a people-and-work problem. Situational, not a personality type label.
Procedural sequencing	Putting steps in the order that keeps a process intact.

5. O*NET Content Map

Content validity for this instrument rests on a documented link from each domain to U.S. Department of Labor O*NET Ability descriptors and Generalized Work Activities. O*NET is the federal occupational taxonomy. The map below is the official RWC content crosswalk. It is an architect mapping. It is not an endorsement by DOL, the O*NET Center, or EEOC.

RWC Domain	Primary O*NET Abilities	Related O*NET GWAs / Skills	Ability Profiler proximity
Executive reasoning	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	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	Oral Comprehension; Written Comprehension; Memorization; Information Ordering.	Getting Information; Interpreting the Meaning of Information for Others; Documenting/Recording Information.	Verbal Ability.
Visual pattern	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	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	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. It is not a substitute for the full O*NET Ability Profiler. A one-page landscape edition of this table is issued separately as RWC_ONET_Content_Map.pdf.*

6. Scoring and Interpretation

Items are work problems with a published time rule. Domain scores come from correct responses within each domain. A documented speed component, consistent with the related Real World IQ scoring architecture, is capped so speed cannot dominate accuracy. The reported composite ceiling is 110.

Interpretation rule: higher domain scores indicate stronger performance on that class of work problem. Occupational matches are generated from the six-domain profile against occupational families. Matches are hypotheses for the examinee or hiring manager to test against credentials, interest, and local demand. They are not assignments.

Cut scores, if an employer imposes them, belong to that employer. Any cutoff requires local job analysis. Advanced Learning Academy does not ship a universal hire/no-hire line.

7. Reliability Program

Reliability is treated as an operating program, not a one-time brochure claim. The live item bank is scored on a single key. The program requires, and will publish in the confidential data supplement under NDA when extracted:

- Cronbach's alpha for the 50-item set and for each domain, with 95% confidence intervals and n.
- Domain intercorrelation matrix. Moderate positive correlations are expected. Extreme collinearity would collapse the six-domain claim and will be disclosed if found.
- Test-retest coefficients on a held cohort (target n = 30–50, interval 10–14 days) for each domain and the composite.
- Standard error of measurement once SD and alpha are known.

Until the data supplement is attached to a specific buyer file, public language is: reliability is computed on the operational bank under a single scoring key; coefficients are issued with n and date, not as evergreen marketing numbers.

8. Criterion Evidence — Retention Observation

After use of the RWC report in an employment context, headcount was as follows. This is the official criterion figure. Any prior 58-of-60 statement is withdrawn and must not be reprinted.

Follow-up window	Still employed	Base N	Rate	Designation
45 days	969	1,000	96.9%	Observational headcount
Nine months	911	1,000	91.1%	Observational headcount

Design. Single cohort. Observational. Not randomized. Not adjusted for occupation, prior base rate, or local labor-market conditions. Not a guarantee of future retention. The figure answers one question only: after the report was used, how many of 1,000 remained employed at two fixed windows. Industry, site, and the operational definition of “used the report” are held in the case file and may be named in a buyer-specific addendum.

9. Concurrent Evidence Program

The standing concurrent protocol is a zero-cost study against a federal instrument. Volunteers complete RWC and the O*NET Interest Profiler (Holland RIASEC), plus a three-item perceived-fit item. Analysis: rank correlations between RWC domains and RIASEC scores, and between profile-match rank and self-reported fit. Purpose: show the profile is not random relative to a Department of Labor interest instrument. This is not a substitute for local criterion validation of an employer cutoff.

10. Fairness File

Voluntary collection of race, sex, and age band begins with the date of this edition. When any comparison group reaches n ≥ 100, selection-rate ratios under the Uniform Guidelines 4/5ths rule are computed for any employer-imposed cutoff and stored in the fairness file. RWC is not described as “EEOC validated.” Only the user of a selection procedure can satisfy UGESP for that use.

11. IBM Quantum Computational Verification

The related Real World IQ scoring lineage has computational verification jobs on IBM Quantum hardware, system ibm_fez: Job IDs d11hbkf29c4s73appk4g and d6uvlc2f84ks73deoqp0; instance e5633409-df81-4f15-8139-ee4550de5f31. Current-period verification uses the IBM Quantum Open Plan. Allowed language: computational verification of scoring integrity or item-bank fingerprint. Prohibited language: “IBM validated this test,” “IBM-certified IQ,” “IBM endorsement.” IBM did not validate or endorse results.

12. Permitted and Prohibited Claims

Permitted	Prohibited
Fifty timed work items. Six domains. Ceiling 110. Decision support.	IQ test. Clinical IQ. Government IQ classification.
Observational retention: 969/1,000 at 45 days; 911/1,000 at nine months.	Guaranteed retention. Proven to cut turnover by X%.
Content mapped to O*NET abilities and GWAs by the architect.	DOL-validated. O*NET-certified. EEOC-validated.
Architect record includes Disney, Microsoft, Warner Bros., Comcast, Smithsonian.	Those organizations validated or endorse RWC scores.
IBM Quantum Job IDs verify scoring computation on named hardware.	IBM validated, certified, or endorsed the psychometrics.
Use this week for career targeting, hiring review, or occupational-family maps.	Hire stamp. Automatic selection. Medical or diagnostic use.

13. Limitations

- Not medical, clinical, or diagnostic.
- Not an IQ classification. Ceiling 110. No IQ label on RWC reports.
- Not a substitute for job analysis, structured interview, work sample, or credential review.
- Occupational matches depend on hiring authority, licenses, and local demand.
- Named media and corporate clients are part of the architect's career record, not validators of this score.
- Retention figures are observational headcount. Not a guarantee.
- Reliability coefficients are issued with n and date in the data supplement, not as undated marketing claims.
- Motor and dexterity abilities are outside the instrument.

14. Standards Alignment

This dossier is written so a reviewer can read it against the Uniform Guidelines on Employee Selection Procedures (29 C.F.R. Part 1607) content-validity logic, the APA/AERA/NCME Standards for Educational and Psychological Testing (validity as an argument for a specified use), and the SIOP Principles for the Validation and Use of Personnel Selection Procedures. Format alignment is not certification by those bodies. The Federal Scale configuration is priced under the \$15,000 micro-purchase threshold so a program can buy seats and place this file in the award folder.

15. Commercial Configurations

Configuration	Price	What is delivered
Career Fit (individual)	\$99	50 items, six-domain profile, 6 ranked careers, credential path, 3 years of ZIP job tools.
Professional (individual)	\$199	Same assessment; unlimited matches; expanded guidance / verify pack.
Employer Pilot	\$750	6 seats. Profiles, cohort summary, verify path.
Employer Package	\$3,000	30 seats.
Federal Scale	\$14,500	290 seats. Occupational-family maps. Under the \$15,000 micro-purchase line. TAP / veterans: program buys, examinee takes it at no charge.

16. Document Control

Edition 1.0. Date: 7 September 2026. Issuer: Advanced Learning Academy LLC, Carmel, Indiana. Related public files: RWC_ONET_Content_Map.pdf (one-page landscape crosswalk). Site of record: realworldcareers.com. Press authority file: advancedlearning.academy/press. Supersedes any draft labeled "skeleton," any 58-of-60 retention line, and any language stating IBM validated or endorsed results.

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“Prove all things; hold fast that which is good.” — 1 Thessalonians 5:21 (KJV)