

Pattern Matrix

	Component						
	1	2	3	4	5	6	7
Work without frequent deadlines	,858						
Work without managerial tasks	,704						
Work without high action tempo	,676						
Predictable working situation	,673						
Cope with conflicts	,594				,402		
Possibilities to fall back on direct colleagues and superiors	,566						
Work without constant interruptions	,545						
Work without increased personal risk	,374						
Fixed and familiar methods of working	,318					-,303	
Does not choose an alternative approach		,796					
Does not realize a wrong approach		,766					
Does not appeal to colleagues for help		,609					
Does not decide about approach		,568					
Does not think of alternatives		,509					
Does not persist until the goal is reached		,410					
No insight into one's own capacities and disabilities		,317					
Reading			,744				
Writing			,708				
Seeing			,615				
Transportation			,449				
Speaking			,411				
Hearing							
Lacking initiative				-,830			
Does not set targets				-,789			
Does not start in time				-,708			
No direct contact with colleagues required					,773		
No direct contacts with clients					,646		
Teamwork					,623		
No direct contacts with patients/people needing help					,605		
Expressing personal feelings					,583		
Dealing with the emotional problems of other people					,479		
Dividing attention						-,744	
Focusing attention / concentration						-,742	
Memory						-,681	
Action tempo						-,475	
Pre-structured tasks						-,452	
No distractions by others					,318	-,397	
Working under intensive coaching						-,334	
Does not act in a logical sequence							,591
Does not stop when the goal is achieved							,591
Does not check the proceedings of actions							,563

Extraction Method: Principal Component Analysis.

Rotation Method: Oblimin with Kaiser Normalization.

KMO: 0.932; MSA > 0.687

Cumulative percentage of variance explained (seven factors): 48.7%