

Pattern Matrix (WAO, 2003-2005)

	Component						
	1	2	3	4	5	6	7
Work without frequent deadlines	,794						
Work without managerial tasks	,634						
Work without high action tempo	,615						
Predictable working situation	,541						
Cope with conflicts	,509						,427
Possibilities to fall back on direct colleagues and superiors	,492					-,370	
Work without constant interruptions	,473						
Work without increased personal risk	,377						
Does not realize a wrong approach		,799					
Does not choose an alternative approach		,772					
Does not decide about approach		,703					
Does not think of alternatives		,609					
Does not appeal to colleagues for help		,555					
Does not check the proceedings of actions		,530					
Does not stop when the goal is achieved		,523					
Does not act in a logical sequence		,515					
Does not persist until the goal is reached		,397			-,323		
No insight into one's own capacities and disabilities							
Reading			,724				
Writing			,692				
Seeing			,572				
Speaking			,434				
Transportation			,424				
Hearing							
Focusing attention / concentration				-,765			
Dividing attention				-,732			
Memory				-,713			
Action tempo				-,322			
Lacking initiative					-,782		
Does not set targets					-,707		
Does not start in time					-,698		
Pre-structured tasks						-,636	
Working under intensive coaching						-,615	
Fixed and familiar methods of working						-,586	
No distractions by others						-,384	
No direct contact with colleagues required							,712
No direct contacts with clients							,680
No direct contacts with patients/people needing help							,650
Teamwork							,633
Expressing personal feelings							,571
Dealing with the emotional problems of other people	,304						,460

Extraction Method: Principal Component Analysis.

Rotation Method: Oblimin with Kaiser Normalization.

KMO: 0.928; MSA > 0.643

Cumulative percentage of variance explained (seven factors): 46.7%