

EXHIBIT 4.6 Skills Contained in O*NET**Basic Skills**

- Content skills
 - Reading comprehension
 - Active listening
 - Writing
 - Speaking
 - Mathematics
 - Science
- Process skills
 - Critical thinking
 - Active learning
 - Learning strategies
 - Monitoring

Cross-Functional Skills

- Social skills
 - Social perceptiveness
 - Coordination
 - Persuasion
 - Negotiation
 - Instructing
 - Service orientation
- Complex problem-solving skills
 - Problem identification
 - Information gathering
 - Information organization
 - Synthesis/reorganization
 - Idea generation
 - Idea evaluation
 - Implementation planning
 - Solution appraisal
- Resource management skills
 - Time management
 - Management of financial resources
 - Management of material resources
 - Management of personnel resources
- Technical skills
 - Operations analysis
 - Technology design
 - Equipment selection
 - Installation
 - Programming
 - Equipment maintenance
 - Troubleshooting
 - Repairing
 - Operation monitoring
 - Operation and control
 - Quality control analysis
- Systems skills
 - Judgment and decision making
 - Systems analysis
 - Systems evaluation

SOURCE: Adapted from National Center for O*NET Development, "The O*NET Content Model" (www.onetcenter.org/content.html#cm6), accessed 8/29/13.

Other Characteristics. "Other characteristics" is a catchall category for factors that do not fit neatly into the knowledge, skills, and abilities categories. Despite the catchall nature of these requirements, they are very important for having the right personality to perform job tasks well, values and interests that are consistent with social and organizational priorities, and the specific training and experience requirements to take a job. Numerous examples of these factors are shown in