

Personal and Employment Information - Overall Report

Demographics	N	Mean	S.D.	%
Gender (% Male)	752			57.7
Age	752	38.8	9.8	
Race/Ethnicity:				
White	669			89.1
African-American	16			2.1
Asian	28			3.7
Hispanic	22			3.0
Other	16			2.1

Work History	N	Mean	S.D.
Years in current position?	754	4.3	4.5
Years with current employer?	752	7.1	6.6
Years in career field?	754	11.7	8.1
Intention to leave career field	749	2.6	1.3
Intention to leave employer	755	3.2	1.3
Average hours worked per week	587	43.3	10.2
Average hours of sleep per night	720	6.9	0.9

Children	N	Mean	S.D.	%
% having 1 or more children	742			50.9
# of children in households with children	378	1.9	0.9	

Salary	N	%
Less than \$30,000	53	7.2
\$30,000 - \$45,000	120	16.3
\$45,001 - \$60,000	141	19.2
\$60,001 - \$75,000	133	18.1
\$75,001 - \$90,000	114	15.5
\$90,001 - \$105,000	60	8.2
\$105,001 - \$120,000	32	4.4
\$120,001 - \$135,000	19	2.6
\$135,001 - \$150,000	17	2.4
\$150,001 - \$175,000	15	2.1
\$175,001 - \$200,000	4	0.5
Over \$200,000	26	3.5
Total	734	100.0

Socio-Economic Class While Growing Up - Overall Report

	N	%
Upper Class	7	0.9
Upper Middle	202	26.9
Middle Class	337	44.9
Working Class	174	23.2
Working Poor	27	3.6
Underclass	4	0.5
Total	751	100.0

Education - Overall Report

	N	Mean	S.D.
Education - Years	750	16.8	1.5
Age first exposed to computers	743	16.1	6.9
Number of computer science courses taken in college	737	5.2	7.0

	N	%
Completed college calculus or higher	749	81.1
Without at least a bachelor's degree	53	7.0
With a bachelor's degree in business	353	48.0
With a bachelor's degree in computer science	124	16.8
With a bachelor's degree other than business or C.S.	220	34.8
	750	100.0
Without an advanced degree	413	55.1
With an advanced degree in business	201	39.3
With an advanced degree in computer science	33	6.5
With an advanced degree other than business or C.S.	103	21.5
	750	100.0

Discrimination - Overall Report

Overall	N	% Agree
Race Discrimination		
I have been denied a promotion because of my race.	704	4.7
I have been denied a job I was qualified for because of my race.	704	4.5
My salary is lower than other equally skilled employees doing similar work at my present employer as a result of my race.	687	2.2
Gender Discrimination		
I have been denied a promotion because of my gender.	709	15.4
I have been denied a job I was qualified for because of my gender.	706	13.2
My salary is lower than other equally skilled employees doing similar work at my present employer as a result of my gender.	694	15.3
Ethnic Discrimination		
I have been denied a promotion because of my ethnicity.	701	3.8
I have been denied a job I was qualified for because of my ethnicity.	700	3.9
My salary is lower than other equally skilled employees doing similar work at my present employer as a result of my ethnicity.	690	2.0

Race/Ethnic Discrimination	N	% Agree
African-Americans		
I have been denied a promotion because of my race.	15	40.1
I have been denied a job I was qualified for because of my race.	15	53.3
My salary is lower than other equally skilled employees doing similar work at my present employer as a result of my race.	15	26.7
Asian-Americans		
I have been denied a promotion because of my race.	25	28.0
I have been denied a job I was qualified for because of my race.	26	15.3
My salary is lower than other equally skilled employees doing similar work at my present employer as a result of my race.	25	12.0
Hispanics		
I have been denied a promotion because of my race.	18	5.6
I have been denied a job I was qualified for because of my race.	18	5.6
My salary is lower than other equally skilled employees doing similar work at my present employer as a result of my race.	21	4.8
Whites		
I have been denied a promotion because of my race.	643	2.8
I have been denied a job I was qualified for because of my race.	642	2.8
My salary is lower than other equally skilled employees doing similar work at my present employer as a result of my race.	626	1.7

Career Choice Influences - Overall Report

Influenced in a positive way by:	N	% Agree
High school teacher	715	27.4
High school guidance counselor	708	7.2
Parent(s)	719	52.7
Brother or sister	699	17.0
Spouse or partner	680	21.3
Children	644	7.3
Friend	710	48.8
Classes taken in high school	710	40.5
Classes taken in college	721	73.4
Work or internship as a student	699	46.0
Work experience after education	708	66.0

Household Responsibilities (Actual) - Overall Report

	N	% mostly or all mine
Childcare	517	43.0
Household care and maintenance	721	42.0
Household finances	727	65.8
Shopping	731	45.5
Cooking	730	45.9
Laundry	731	45.4

Work Stress and Work-Family Conflict - Overall Report

	N	Mean	S.D.	% Agree
Work Stress	743	2.5	1.2	
Work-Family Conflict:				
Overall Score	686	18.3	3.7	
Other Measures:				
My household responsibilities limit my employment opportunities.	732			27.4
My household responsibilities limit my career choices.	729			31.0
My household responsibilities limit my career advancement in my chosen career	728			24.2
My household responsibilities limit the amount of time I can spend at work.	736			38.9
My household responsibilities limit my ability to put in night and weekend hours at work	732			40.2
I have made career choices to accommodate my household responsibilities.	719			57.3
I have changed careers because of household responsibilities.	711			20.3
My career choice has affected the number of children I have.	651			18.6
My career choice has negatively affected my living situation	719			14.3
My career choice has positively affected my living situation	720			77.5

Personality Measures - Overall Report

	N	Mean	S.D.
Personality			
Neuroticism	703	47.2	10.6
Extraversion	703	54.6	11.0
Openness to Experience	703	52.7	11.0
Agreeableness	703	50.1	11.1
Conscientiousness	703	52.6	10.1
Core Self-Evaluation	703	47.9	10.2
General Occupational Themes			
Realistic	523	51.5	9.7
Investigative	523	53.1	10.2
Artistic	523	49.0	10.2
Social	523	48.5	10.4
Enterprising	523	49.9	11.5
Conventional	523	54.2	10.9
Personal Style Scales			
Work Style	523	47.9	10.0
Learning Environment	523	52.8	9.0
Leadership	523	49.2	11.3
Risk Taking	523	50.8	10.1
Team Orientation	523	50.9	10.7

Job and Life Satisfaction - Overall Report

	N	Mean	S.D
Job Satisfaction:			
Satisfaction with salary	750	4.1	1.4
Satisfaction with benefits	739	4.5	1.3
Satisfaction with supervision	733	4.8	1.2
Satisfaction with contingent rewards	746	4.1	1.3
Satisfaction with communication	735	4.2	1.2
Satisfaction with operating procedures	744	3.7	1.3
Satisfaction with work itself	750	4.8	1.1
Satisfaction with promotion	740	3.4	1.5
Satisfaction with co-workers	749	5.1	0.9
Overall Score	717	4.3	0.8
Life Satisfaction (Overall Score)	752	4.3	1.1

Personal and Employment Information by Gender

Demographics	Males				Females			
	N	Mean	S.D.	%	N	Mean	S.D.	%
Gender	434				318			
Age		38.6	9.8		316	38.9	9.8	
Race/Ethnicity:								
White	400							
African-American	5							
Asian	18							
Hispanic	12							
Other	8							

	Males			Females		
	N	Mean	S.D.	N	Mean	S.D.
Years in current position?	434	4.4	4.7	316	4.1	4.2
Years with current employer?	433	7.1	6.5	315	7.1	6.8
Years in career field?	434	11.8	8.2	316	11.5	8.0
Intention to leave career field	432	2.6	1.3	313	2.5	1.3
Intention to leave employer	433	3.3	1.4	318	3.11	1.3
Average hours worked per week	325	44.7	10.5	259	41.7	9.8
Average hours of sleep per night	414	6.9	0.9	304	7.1	0.8

Children	Males				Females			
	N	Mean	S.D.	%	N	Mean	S.D.	%
% having 1 or more children	424			54.0	314	1.8	0.8	46.8
# of children in households with children	229	2.0	0.9		147	1.8	0.8	

Salary	Males		Females	
	N	%	N	%
Less than \$30,000	23	5.5	30	9.7
\$30,000 - \$45,000	50	11.9	69	22.3
\$45,001 - \$60,000	65	15.4	75	24.2
\$60,001 - \$75,000	78	18.5	55	17.7
\$75,001 - \$90,000	74	17.5	40	12.9
\$90,001 - \$105,000	41	9.7	19	6.1
\$105,001 - \$120,000	22	5.2	10	3.2
\$120,001 - \$135,000	16	3.8	3	1.0
\$135,001 - \$150,000	15	3.6	2	0.6
\$150,001 - \$175,000	12	2.8	3	1.0
\$175,001 - \$200,000	4	0.9	0	0.0
Over \$200,000	22	5.2	4	1.3
Total	422	100.0	310	100.0

Socio-Economic Class While Growing Up by Gender

	Males		Females	
	N	%	N	%
Upper Class	5	1.1	2	0.6
Upper Middle	127	29.4	75	23.8
Middle Class	203	47.0	131	41.6
Working Class	83	19.2	90	28.6
Working Poor	12	2.8	15	4.8
Underclass	2	0.5	2	0.6
Total	432	100.0	315	100.0

Education by Gender

	Males			Females		
	N	Mean	S.D.	N	Mean	S.D.
Education - Years	430	16.9	14.7	316	16.6	1.5
Age first exposed to computers	423	15.3	6.2	316	17.1	7.6
Number of computer science courses taken in college	425	6.1	7.9	308	3.9	5.5

	Males		Females	
	N	%	N	%
Completed college calculus or higher	431	89.3	314	70.4
Without at least a bachelor's degree	22	5.1	31	9.6
With a bachelor's degree in business	205	48.1	148	45.7
With a bachelor's degree in computer science	89	20.9	35	10.8
With a bachelor's degree other than business or C.S.	110	25.9	110	33.9
	426	100.0	324	100.0
Without an advanced degree	221	51.0	192	60.6
With an advanced degree in business	122	28.3	79	24.9
With an advanced degree in computer science	27	6.2	6	1.9
With an advanced degree other than business or C.S.	63	14.5	40	12.6
	433	100.0	317	100.0

Discrimination by Gender

Overall	Males		Females	
	N	% Agree	N	% Agree
Race Discrimination				
I have been denied a promotion because of my race.	417	6.5	283	3.2
I have been denied a job I was qualified for because of my race.	416	5.3	284	3.5
My salary is lower than other equally skilled employees doing similar work at my present employer as a result of my race.	409	2.0	274	2.6
Gender Discrimination				
I have been denied a promotion because of my gender.	416	7.9	289	26.3
I have been denied a job I was qualified for because of my gender.	412	8.7	290	19.7
My salary is lower than other equally skilled employees doing similar work at my present employer as a result of my gender.	407	2.5	283	33.9
Ethnic Discrimination				
I have been denied a promotion because of my ethnicity.	414	4.1	283	3.3
I have been denied a job I was qualified for because of my ethnicity.	414	3.6	282	4.3
My salary is lower than other equally skilled employees doing similar work at my present employer as a result of my ethnicity.	411	1.7	275	2.6

Race/Ethnic Discrimination	Males		Females	
	N	% Agree	N	% Agree
African-Americans				
I have been denied a promotion because of my race.	5	60.0	10	30.0
I have been denied a job I was qualified for because of my race.	5	60.0	10	50.0
My salary is lower than other equally skilled employees doing similar work at my present employer as a result of my race.	5	20.0	10	30.0
Asian-Americans				
I have been denied a promotion because of my race.	17	11.1	8	50.0
I have been denied a job I was qualified for because of my race.	17	11.1	9	22.2
My salary is lower than other equally skilled employees doing similar work at my present employer as a result of my race.	16	11.1	9	11.1
Hispanics				
I have been denied a promotion because of my race.	9	0.0	9	11.1
I have been denied a job I was qualified for because of my race.	9	0.0	9	11.1
My salary is lower than other equally skilled employees doing similar work at my present employer as a result of my race.	11	0.0	10	10.0
Whites				
I have been denied a promotion because of my race.	384	4.7	257	0.0
I have been denied a job I was qualified for because of my race.	383	4.4	257	0.4
My salary is lower than other equally skilled employees doing similar work at my present employer as a result of my race.	377	1.4	248	0.8

Career Choice Influences by Gender

Influenced in a positive way by:	Males		Females	
	N	% Agree	N	% Agree
High school teacher	417	27.8	294	26.9
High school guidance counselor	417	8.4	287	5.5
Parent(s)	421	54.5	294	50.3
Brother or sister	410	18.1	285	15.5
Spouse or partner	401	21.7	275	20.8
Children	386	5.7	254	9.8
Friend	413	49.9	293	47.5
Classes taken in high school	412	41.3	294	39.9
Classes taken in college	418	74.4	299	72.0
Work or internship as a student	409	46.4	286	45.4
Work experience after education	413	65.1	292	67.2

Household Responsibilities (Actual) by Gender

	Males		Females	
	N	% mostly or all mine	N	% mostly or all mine
Childcare	216	7.0	122	52.4
Household care and maintenance	418	34.9	301	51.2
Household finances	421	62.8	304	70.4
Shopping	424	28.0	305	69.5
Cooking	423	32.6	305	64.0
Laundry	424	30.4	305	65.8

Work Stress and Work-Family Conflict by Gender

	Males				Females			
	N	Mean	S.D.	% Agree	N	Mean	S.D.	% Agree
Work Stress	426	2.41	1.2		313	2.5	1.3	
Work-Family Conflict:								
Overall Score	397	18.1	3.7		285	18.6	3.6	
Other Measures:								
My household responsibilities limit my employment opportunities.	421			22.9	307			33.6
My household responsibilities limit my career choices.	419			27.2	306			35.9
My household responsibilities limit my career advancement in my chosen career	418			20.3	306			29.4
My household responsibilities limit the amount of time I can spend at work.	423			35.0	309			44.0
My household responsibilities limit my ability to put in night and weekend hours at work	421			37.1	307			44.0
I have made career choices to accommodate my household responsibilities.	413			55.4	302			59.6
I have changed careers because of household responsibilities.	408			15.0	299			27.8
My career choice has affected the number of children I have.	376			12.5	272			26.8
My career choice has negatively affected my living situation	413			15.0	302			13.6
My career choice has positively affected my living situation	411			76.4	305			54.1

Personality Measures by Gender

	Males			Females		
	N	Mean	S.D.	N	Mean	S.D.
Personality						
Neuroticism	424	45.9	10.2	315	49.1	10.9
Extraversion	424	53.8	10.9	315	55.7	11.0
Openness to Experience	424	53.1	11.0	315	52.3	11.0
Agreeableness	424	48.4	11.2	315	52.5	10.8
Conscientiousness	424	51.3	9.8	315	54.3	10.2
Core Self-Evaluation	433	48.1	10.0	318	47.3	10.5
General Occupational Themes						
Realistic	313	54.6	9.5	252	47.0	8.1
Investigative	313	53.9	10.3	252	51.5	9.9
Artistic	313	47.1	9.9	252	50.6	10.3
Social	313	44.9	10.2	252	51.6	9.4
Enterprising	313	48.0	12.0	252	50.7	10.8
Conventional	313	52.5	10.5	252	55.2	11.1
Personal Style Scales						
Work Style	313	42.8	8.1	252	53.3	9.2
Learning Environment	313	53.1	8.2	252	51.9	10.0
Leadership	313	48.0	12.0	252	49.3	10.3
Risk Taking	313	53.3	10.0	252	47.0	8.7
Team Orientation	313	48.8	10.9	252	52.7	10.0

Job and Life Satisfaction by Gender

	Males			Females		
	N	Mean	S.D	N	Mean	S.D
Job Satisfaction:						
Satisfaction with salary	430	4.1	1.4	317	4.0	1.4
Satisfaction with benefits	427	4.3	1.3	309	4.6	1.3
Satisfaction with supervision	422	4.8	1.3	308	5.0	1.2
Satisfaction with contingent rewards	429	4.0	1.3	314	4.0	1.3
Satisfaction with communication	424	4.2	1.2	308	4.2	1.3
Satisfaction with operating procedures	429	3.7	1.3	312	3.7	1.2
Satisfaction with work itself	429	4.7	1.0	318	4.9	1.1
Satisfaction with promotion	427	3.5	1.5	310	3.3	1.4
Satisfaction with co-workers	432	5.1	0.8	314	5.3	0.9
Overall Score	413	4.3	0.8	301	4.3	0.8
Life Satisfaction (Overall Score)	433	4.2	1.1	315	4.4	1.1

Personal and Employment Information by Occupational Category

Demographics	IT				Non-IT			
	N	Mean	S.D.	%	N	Mean	S.D.	%
Gender (% Male)	200			68.5	549			54.1
Age	200	40	9.9		549	38.3	9.7	
Race/Ethnicity:	200				548			
White				90.4				88.4
African-American				1.0				2.6
Asian				4.0				3.6
Hispanic				2.6				3.2
Other				2.0				2.2

Work History	IT			Non-IT		
	N	Mean	S.D.	N	Mean	S.D.
Years in current position?	200	4.6	4.3	553	4.2	4.5
Years with current employer?	200	7.5	6.3	551	7.0	6.7
Years in career field?	200	13.7	8.5	553	10.9	7.8
Intention to leave career field	199	2.3	1.1	547	2.6	1.3
Intention to leave employer	200	3.1	1.3	552	3.3	1.3
Average hours worked per week	158	42.1	9.0	427	43.7	10.7
Average hours of sleep per night	193	6.9	0.9	524	7.0	0.9

Children	IT				Non-IT			
	N	Mean	S.D.	%	N	Mean	S.D.	%
% having 1 or more children	195			49.2	544			51.3
# of children in households with children	96	2.0	0.9		279	1.9	0.9	

Salary	IT		Non-IT	
	N	%	N	%
Less than \$30,000	10	5.2	42	7.8
\$30,000 - \$45,000	24	12.4	96	17.8
\$45,001 - \$60,000	29	15.0	112	20.8
\$60,001 - \$75,000	49	25.4	84	15.6
\$75,001 - \$90,000	40	20.7	73	13.6
\$90,001 - \$105,000	15	7.8	45	8.4
\$105,001 - \$120,000	12	6.2	20	3.7
\$120,001 - \$135,000	5	2.6	14	2.6
\$135,001 - \$150,000	5	2.6	12	2.2
\$150,001 - \$175,000	1	0.5	13	2.4
\$175,001 - \$200,000	0	0.0	4	0.7
Over \$200,000	3	1.6	23	4.3
Total	193	100.0	538	99.9

Socio-Economic Class While Growing Up by Occupational Category

	IT		Non-IT	
	N	%	N	%
Upper Class	0	0.0	7	1.3
Upper Middle	44	22.2	157	28.6
Middle Class	96	48.2	240	43.7
Working Class	51	25.6	122	22.2
Working Poor	8	4.0	19	3.5
Underclass	0	0.0	4	0.7
Total	199	100.0	549	100.0

Education by Occupational Category

	IT			Non-IT		
	N	Mean	S.D.	N	Mean	S.D.
Education - Years	200	16.2	1.5	547	17.0	1.4
Age first exposed to computers	196	16.0	6.3	544	16.1	7.0
Number of computer science courses taken in college	193	10.1	9.0	541	3.4	5.2

	IT		Non-IT	
	N	%	N	%
Completed college calculus or higher	197	56.3	549	47.8
Without at least a bachelor's degree	28	14.0	24	4.4
With a bachelor's degree in business	45	22.5	327	59.8
With a bachelor's degree in computer science	88	44.0	37	6.8
With a bachelor's degree other than business or C.S.	39	19.5	159	29.1
	200	100.0	547	100.0
Without an advanced degree	150	75.0	129	23.6
With an advanced degree in business	17	8.5	183	33.5
With an advanced degree in computer science	19	9.5	37	6.8
With an advanced degree other than business or C.S.	14	7.0	198	36.2
	200	100.0	547	100.0

Discrimination by Occupational Category

Overall	IT		Non-IT	
	N	% Agree	N	% Agree
Race Discrimination				
I have been denied a promotion because of my race.	190	3.6	511	5.1
I have been denied a job I was qualified for because of my race.	190	3.1	511	5.2
My salary is lower than other equally skilled employees doing similar work at my present employer as a result of my race.	185	2.1	499	2.2
Gender Discrimination				
I have been denied a promotion because of my gender.	192	13.0	514	16.2
I have been denied a job I was qualified for because of my gender.	192	10.9	511	14.0
My salary is lower than other equally skilled employees doing similar work at my present employer as a result of my gender.	186	14.0	505	15.7
Ethnic Discrimination				
I have been denied a promotion because of my ethnicity.	190	2.7	508	4.2
I have been denied a job I was qualified for because of my ethnicity.	189	2.6	508	4.4
My salary is lower than other equally skilled employees doing similar work at my present employer as a result of my ethnicity.	186	1.0	501	2.4

Race/Ethnic Discrimination	IT		Non-IT	
	N	% Agree	N	% Agree
African-Americans				
I have been denied a promotion because of my race.	2	50.0	13	38.5
I have been denied a job I was qualified for because of my race.	2	50.0	13	23.1
My salary is lower than other equally skilled employees doing similar work at my present employer as a result of my race.	2	50.0	13	23.1
Asian-Americans				
I have been denied a promotion because of my race.	7	0.0	18	38.9
I have been denied a job I was qualified for because of my race.	7	0.0	19	21.1
My salary is lower than other equally skilled employees doing similar work at my present employer as a result of my race.	7	0.0	19	15.8
Hispanics				
I have been denied a promotion because of my race.	4	0.0	14	0.0
I have been denied a job I was qualified for because of my race.	4	0.0	15	6.7
My salary is lower than other equally skilled employees doing similar work at my present employer as a result of my race.	4	0.0	17	5.9
Whites				
I have been denied a promotion because of my race.	177	2.8	463	2.8
I have been denied a job I was qualified for because of my race.	177	2.3	462	3.0
My salary is lower than other equally skilled employees doing similar work at my present employer as a result of my race.	173	1.2	451	1.1

Career Choice Influences by Occupational Category

Influenced in a positive way by:	IT		Non-IT	
	N	% Agree	N	% Agree
High school teacher	191	25.2	521	28.3
High school guidance counselor	191	8.3	514	6.9
Parent(s)	192	42.2	524	56.9
Brother or sister	186	12.4	510	18.9
Spouse or partner	186	18.3	491	22.4
Children	177	7.4	464	7.4
Friend	188	40.9	519	39.6
Classes taken in high school	191	42.9	516	39.7
Classes taken in college	192	71.4	526	74.1
Work or internship as a student	189	42.9	507	47.2
Work experience after education	189	66.1	516	65.9

Household Responsibilities (Actual) by Occupational Category

	IT		Non-IT	
	N	% mostly or all mine	N	% mostly or all mine
Childcare	87	24.1	248	22.9
Household care and maintenance	193	43.5	525	41.2
Household finances	195	61.0	529	67.7
Shopping	196	40.8	532	47.0
Cooking	196	42.9	531	46.6
Laundry	196	37.3	532	48.6

Work Stress and Work-Family Conflict by Occupational Category

	IT				Non-IT			
	N	Mean	S.D.	% Agree	N	Mean	S.D.	% Agree
Work Stress	197	2.5	1.2		543	2.5	1.3	
Work-Family Conflict:								
Overall Score	178	18	3.6		505	18.4	3.7	
Other Measures:								
My household responsibilities limit my employment opportunities.	193			27.5	536			27.6
My household responsibilities limit my career choices.	193			30.1	534			31.3
My household responsibilities limit my career advancement in my chosen career	192			21.9	533			25.3
My household responsibilities limit the amount of time I can spend at work.	193			39.4	540			28.7
My household responsibilities limit my ability to put in night and weekend hours at work	193			39.9	536			40.3
I have made career choices to accommodate my household responsibilities.	185			39.5	531			56.5
I have changed careers because of household responsibilities.	184			16.8	524			21.2
My career choice has affected the number of children I have.	168			15.5	480			19.8
My career choice has negatively affected my living situation.	186			14.0	530			14.5
My career choice has positively affected my living situation.	191			81.2	526			76.0

Personality Measures by Occupational Category

	IT			Non-IT		
	N	Mean	S.D.	N	Mean	S.D.
Personality						
Neuroticism	200	47.1	9.9	539	47.3	10.9
Extraversion	200	52.6	11.1	539	55.3	10.8
Openness to Experience	200	54.7	10.6	539	52.1	11.1
Agreeableness	200	49.6	11.2	539	50.4	11.1
Conscientiousness	200	50.7	9.9	539	53.2	10.1
Core Self-Evaluation	200	47.3	9.5	539	48.0	10.5
General Occupational Themes						
Realistic	152	53.7	9.3	414	50.4	9.7
Investigative	152	54.6	10.1	414	52.2	10.2
Artistic	152	48.6	9.7	414	48.7	10.4
Social	152	45.8	10.0	414	48.6	10.4
Enterprising	152	44.3	10.0	414	51.0	11.6
Conventional	152	52.9	9.7	414	54.1	11.2
Personal Style Scales						
Work Style	152	42.6	8.5	414	49.2	10.0
Learning Environment	152	52.0	8.4	414	52.8	9.3
Leadership	152	45.8	10.7	414	49.6	11.4
Risk Taking	152	49.9	9.8	414	50.8	10.2
Team Orientation	152	48.7	10.5	414	51.2	10.7

Job and Life Satisfaction by Occupational Category

	IT			Non-IT		
	N	Mean	S.D	N	Mean	S.D
Job Satisfaction:						
Satisfaction with salary	199	4.2	1.4	548	4.1	1.4
Satisfaction with benefits	197	3.3	1.5	540	3.4	1.5
Satisfaction with supervision	198	3.6	1.4	543	3.7	1.2
Satisfaction with contingent rewards	199	5.2	0.9	547	5.1	0.9
Satisfaction with communication	198	5.0	1.2	532	4.9	1.3
Satisfaction with operating procedures	196	4.4	1.3	540	4.5	1.3
Satisfaction with work itself	199	3.9	1.3	544	4	1.3
Satisfaction with promotion	196	4.1	1.2	536	4.3	1.2
Satisfaction with co-workers	200	4.8	0.9	547	4.8	1.1
Overall Score	194	4.3	0.8	520	4.3	0.8
Life Satisfaction (Overall Score)	200	4.2	1.2	549	4.3	1.1