

Human eSources Career Matching Technology[®]

A high-level overview of the matching architecture

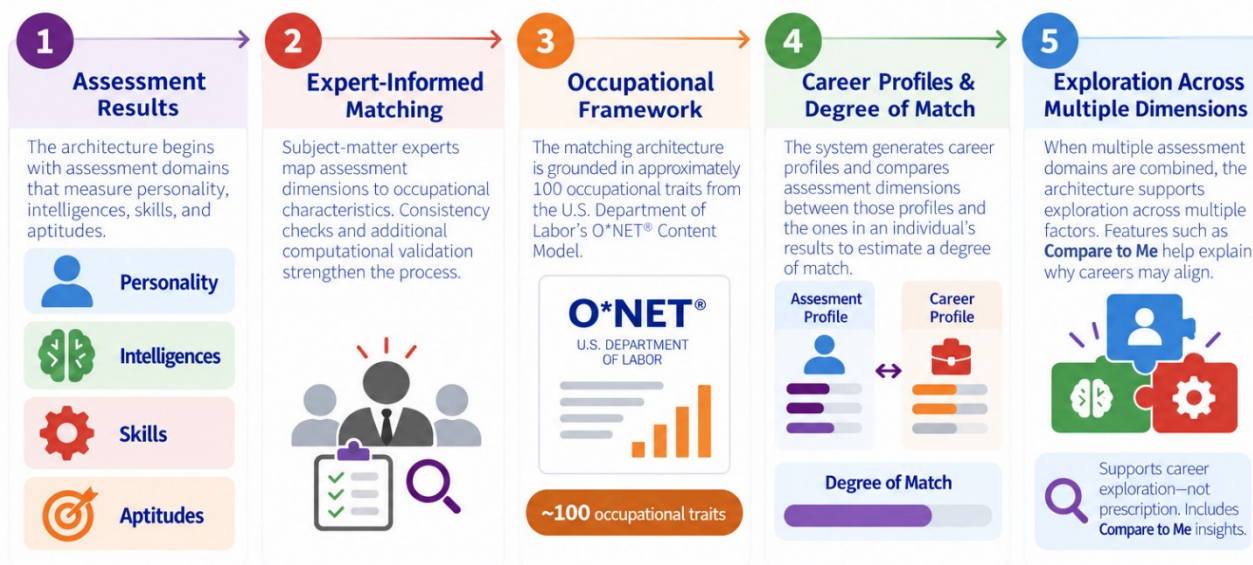
How Human eSources Career Matching Technology® Works

Human eSources® has developed a proprietary career-matching methodology that helps individuals connect what they learn about themselves through assessment with careers that may be worth exploring. The methodology supports Human eSources assessments measuring **personality, multiple intelligences, aptitudes, and skills**, providing a structured bridge between self-understanding and the world of work.

At the foundation of the approach is occupational information from the U.S. Department of Labor's O*NET® Content Model, one of the most comprehensive standardized sources of information about occupations. Human eSources connects relevant assessment dimensions with O*NET occupational characteristics to establish profiles representing the characteristics associated with hundreds of careers. The current methodology encompasses approximately 964 occupations, providing broad coverage of the contemporary world of work.

How Human eSources Career Matching Works

A high-level, non-proprietary view of the matching architecture



Illustrative overview only. Proprietary scoring methods, weightings, and algorithms are not shown.

The relationships underlying the career-matching system were developed with input from subject-matter experts in the assessment domains. Expert judgments were compared across raters to support consistency, with additional computational review used as part of the validation process. This creates a systematic framework for relating characteristics measured by Human eSources assessments to characteristics associated with occupations, while the underlying scoring models, weighting procedures, calculations, and algorithms remain proprietary.

The methodology also recognizes that different assessments describe people in different ways. Personality describes patterns of preference in behavior, multiple intelligences describes how we process information, and skills describes our approach to tasks and activities. Human eSources therefore applies career matching in a manner appropriate to the construct being measured, rather than treating fundamentally different types of assessment results as interchangeable. The resulting comparisons identify the degree of alignment between an individual's assessment profile and characteristics associated with different occupations.

A particular strength of the approach is the ability to look across **multiple dimensions of the individual**. When someone completes more than one assessment, Human eSources integrates those results to identify careers that demonstrate alignment across personality, multiple intelligences, aptitudes, and skills rather than relying on a single characteristic or assessment domain.

Career matches are intended to support **exploration rather than prescription**. A strong match does not mean that an individual should pursue a particular occupation, nor does a lower match mean that a career should be excluded. Instead, matching results help individuals identify promising possibilities, understand why particular careers may connect with various aspects of who they are, and discover occupations they may not previously have considered.

The result is a practical, evidence-informed connection between **self-knowledge and career exploration**. By combining assessment insights with standardized occupational information and a proprietary matching methodology, Human eSources helps individuals move beyond simply understanding their results toward a more useful question: **"What careers might fit me, and why?"**