


Welcome


SVP 7 Temperaments and Basic Mental Demands of Unskilled Work



Overview

Vocational Factors To Be Considered In Each Hypothetical Question


- Temperaments
 - Temperaments Are A Component Of Worker Characteristics.
 - They Are The Adaptability Requirements Made On The Worker By Specific Types Of Jobs. RHAIJ 10
- Basic Mental Demands Of Unskilled Work



Temperaments

TEMPERAMENTS are the adaptability requirements made on the worker by specific types of job situations. Temperaments relate to worker personality traits and can impact long term job.

Different job situations call for different personality traits on the part of the worker. The degree to which the worker can adapt to work situations is often a determining factor for success. A person's dissatisfaction or failure to perform adequately can sometimes be attributed to an inability to adapt to a work situation rather than to an inability to learn and carry out job duties.



Temperaments - RHAJ 10

- D - DIRECTING, controlling, or planning activities of others.
- R - Performing REPETITIVE or short-cycle work.
- I - INFLUENCING people in their opinions, attitudes, and judgments.
- V - Performing a VARIETY of duties.
- E - EXPRESSING personal feelings.
- A - Working ALONE or apart in physical isolation from others.
- S - Performing effectively under STRESS.
- T - Attaining precise set limits, TOLERANCES, and standards.
- U - Working UNDER specific instructions.
- P - Dealing with PEOPLE.
- J - Making JUDGMENTS and decisions.



4

Directing

DIRECTING, Controlling, or Planning Activities of Others: Involves accepting responsibility for formulating plans, designs, practices, policies, methods, regulations, and procedures for operations or projects; negotiating with individuals or groups for agreements or contracts; and supervising subordinate workers to implement plans and control activities.

- D: 1 Teaches elementary school pupils academic, social, and manipulative skills.
- D:2 Plans, implements, and coordinates program to reduce or eliminate occupational injuries, illnesses, deaths, and financial losses.
- D:3 Commands ship to transport passengers, freight, and other cargo across oceans and coastal waters, coordinating activities of crewmembers.
- D:4 Conducts prosecution in court proceedings on behalf of city, county, State, or Federal Government.
- D:5 Supervises and coordinates activities of personnel engaged in operation of air-traffic control tower.



5

Repetitive

Performing REPETITIVE or Short-Cycle Work: Involves performing a few routine and uninvolved tasks over and over again according to set procedures, sequence, or pace with little opportunity for diversion or interruption. Interaction with people is included when it is routine, continual, or prescribed.

- R: 1 Addresses envelopes, cards, and similar items for mailing, by hand or using typewriter.
- R:2 Feeds flat strips of hoop steel, in which rivet holes have been punched, into rollers of machine to form barrel hoops.
- R:3 Packs layer of crushed ice on fresh food products packed in barrels, boxes, or crates to refrigerate them during shipment.
- R:4 Loads and unloads materials from trucks at shipping and receiving platform.
- R:5 Sorts incoming or outgoing mail into mail-rack pigeonholes or into mail sacks according to destination.



6

Influencing

INFLUENCING People in their Opinions, Attitudes, and Judgments: Involves writing, demonstrating, or speaking to persuade and motivate people to change their attitudes or opinions, participate in a particular activity, or purchase a specific commodity or service.

I: 1 Writes advertising copy for use by publication or for broadcast to promote sales of goods or services.

I:2 Persuades producers and announcers of radio and television musical shows to broadcast recordings produced by record manufacturer.

I:3 Introduces new fashions and coordinates promotional activities, such as fashion shows, to induce consumer acceptance.

I:4 Demonstrates products to customers to promote sales, displaying product and explaining features to customers.

I:5 Conducts safety meeting to acquaint plant personnel with potential hazards and need to comply with all safety regulations.



7

Variety

Performing a **VARIETY** of Duties: Involves frequent changes of tasks involving different aptitudes, technologies, techniques, procedures, working conditions, physical demands, or degrees of attentiveness without loss of efficiency or composure. The involvement of the worker in two or more work fields may be a clue that this temperament is required.

V: 1 Schedules appointments, gives information to callers, takes dictation, and otherwise relieves officials of clerical work and minor administrative and business details.

V:2 Consults with management; observes jobs; interviews workers; compiles and analyzes occupational data; compiles reports; and transmits occupational information to facilitate personnel, administrative, and management functions of organization.

V:3 Assists physician in formulation of prescription for prosthesis; examines and evaluates patient's prosthetic needs; formulates design of prosthesis; selects material; makes casts, measurements, and model modifications; performs fitting; evaluates prosthesis on patient; instructs patient in use of prosthesis; and maintains patient records.



8

Variety Cont'd

V:4 Plans itinerary for hunting and fishing trips; arranges for transporting individuals, equipment, and supplies; explains hunting and fishing laws; prepares meals; and provides first aid to injured.

V:5 Accommodates hotel patrons by registering and assigning guests to rooms; issuing room keys and escort instructions to bellhop; date-stamping, sorting, and racking mail; transmitting and receiving messages, using telephone; answering inquiries pertaining to hotel services and local shopping and dining facilities; keeping records of room availability and guests' accounts; computing bills; and collecting payments.



9

Alone

Working ALONE or apart in Physical Isolation from Others: Involves working in an environment that regularly precludes face-to-face interpersonal relationships for extended periods of time due to physical barriers or distances involved.

A:1 Locates and reports forest fires and weather phenomena from remote fire-lookout station; reports findings to base camp by radio or telephone.

A:2 Works below surface of water, using scuba gear or in diving suit, with air line extending to surface.

A:3 Explores likely regions to discover valuable mineral deposits, using topographical maps, surveys, reports, and knowledge of geology and mineralogy. Stakes claim according to Federal or State legal requirements.

A:4 Traps animals for pelts, live sale, bounty, or to relocate them to other areas. Sets traps, patrols trapline to remove catch, and resets or relocates traps.

A:5 Drives gasoline- or diesel-powered tractor-trailer combination long distances to transport and deliver products.



10

Stress

Performing Effectively Under STRESS: Involves coping with circumstances dangerous to the worker or others.

S:1 Controls and extinguishes fires to protect life and property; positions and climbs ladder to gain access to upper level of buildings or to assist individuals from burning building.

S:2 Patrols assigned beat on foot, horseback, motorcycle, or in patrol car to control traffic, prevent crime or disturbance of peace, and arrest violators.

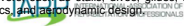
S:3 Performs surgery to correct deformities, repair injuries, prevent diseases, and improve function in patients, using a variety of surgical instruments and employing established surgical techniques.

S:4 Controls air traffic on and within vicinity of airport to prevent collisions; alerts support emergency crew and other designated personnel by radio or telephone when airplanes are having flight difficulties.

S:5 Repairs and replaces transmission and distribution power lines between generating stations, requiring use of precautionary work methods and safety equipment due to electrical hazards present when working on or near energized conduction and electrical accessories.

S:6 Pilots new, prototype, experimental, modified, and production aircraft to determine its airworthiness;

puts aircraft through maneuvers, such as stalls, dives, glides, and speed runs to test and evaluate stability, control characteristics, and aerodynamic design.



11

Tolerances

Attaining Precise Set Limits, TOLERANCES, and Standards: Involves adhering to and achieving exact levels of performance, using precision measuring instruments, tools, and machines to attain precise dimensions; preparing exact verbal and numerical records; and complying with precise instruments and specifications for materials, methods, procedures, and techniques to attain specified standards.

T:1 Weighs, measures, and mixes drugs and other medicinal compounds and fills bottles or capsules with correct quantity and composition of preparation, following prescriptions issued by physician or dentist.

T:2 Sets up and operates engine lathes to perform machining operations on metal or nonmetallic workpieces according to specifications, tooling instructions, standard charts, and knowledge of machinery procedures.

T:3 Moves precisely in combination with other dancers and coordinates body movements with music to perform chorus dances.

T:4 Establishes position of airplane, using navigation instruments and charts, celestial observation, or dead reckoning.

T:5 Examines parachute and lines to detect deviations from specifications and flaws in materials and work, using glass-topped table or fluorescent light, and marks defective areas.

T:6 Verifies and balances entries and records of financial transactions.



12

Under

Working UNDER specific instructions: Performing tasks only under specific instructions, allowing little or no room for independent action or judgment in working out job problems.

U: 1 Installs plastic molding strips into slotted edges of metal tabletops, using mallet and bandsaw.

U:2 Mixes pharmaceuticals; issues medicines, labels, and stores supplies; and cleans equipment and work areas under direction of licensed, professional worker in hospital pharmacy.

U:3 Weighs or measures, grinds, chops, and mixes specified quantities of ingredients to prepare animal food.

U:4 Inspects materials and products for conformance to specifications, using fixed or preset measuring instruments.

U:5 Bends and adjusts plastic or metal eyeglass frames according to prescription specifications, using jewelers' handtools.



13

People

Dealing with PEOPLE: Involves interpersonal relationships in job situations beyond receiving work instructions.

P: 1 Counsels parolees having difficulty in re-adjusting to the community following release from prison.

P:2 Consults medical, nursing, and social service staffs concerning problems affecting patients' food habits and needs in order to formulate therapeutic diet menus compatible with each condition and treatment sequence.

P:3 Guides hunters and fishers to game areas, explains hunting and fishing laws, and recommends suitable firearms or fishing tackle to take specific game or fish.

P:4 Interviews job applicants to select persons meeting employee qualifications and informs applicants about job duties.

P:5 Receives callers at establishment, determines nature of business, and directs callers to destination.



14

Expressing

EXPRESSING Personal Feelings: Involves creativity and self expression in interpreting feelings, ideas, or facts in terms of a personal viewpoint; treating a subject imaginatively rather than literally; reflecting original ideas or feelings in writing, painting, composing, sculpting, decorating, or inventing; or interpreting works of others by arranging, conducting, playing musical instruments, choreographing, acting, directing, critiquing, or editorializing.

E:1 Writes humorous material for publication or performance, selecting topic according to personal preference.

E:2 Paints variety of original subject material, conceiving and developing ideas for painting.

E:3 Creates and teaches original dances for ballet, musical, or revue.

E:4 Writes syndicated column on topics of reader interest to stimulate or mold public opinion.

E:5 Designs and sculpts three-dimensional artwork.



15

Judgments

Making JUDGMENTS and Decisions: Involves solving problems, making evaluations, or reaching conclusions based on subjective or objective criteria, such as the five senses, knowledge, past experiences, or quantifiable or factual data.

- J.1 Examines paintings for color values, style of brushstroke, and aesthetic qualities to establish art period or to identify artist.
- J.2 Tests and inspects products at various stages of production process and compiles and evaluates statistical data to determine and maintain quality and reliability of products.
- J.3 Plans layout of newspaper edition determining placement of stories based on relative significance, available space, and knowledge of layout principles.
- J.4 Evaluates individual applications for insurance for degree of risk involved and accepts applications following company's underwriting policies.
- J.5 Examines food samples to determine sales appeal in restaurants; tastes prepared dishes to ascertain palatability and customer appeal.
- J.6 Appraises real property to determine value for purchase, sales, investment, mortgage, or loan purposes considering location and trends or impending changes that could influence future value of property.
- J.7 Examines and measures industrial diamonds to determine their quality, shape, and size, using classification standards and gauges.



16

Overview

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- **Temperaments**
 - Temperaments Are A Component Of Worker Characteristics- They Are The Adaptability Requirements Made On The Worker By Specific Types Of Jobs- RHAJ-10
- Basic Mental Demands Of Unskilled Work
 - Mental Abilities Needed For Any Job
 - Mental Abilities Critical For Performing Unskilled Work
 - Mental Abilities Needed To Do Semiskilled And Skilled Work
 - Core Psychological Abilities Essential For Work\
 - Inability To Perform Work
 - Factual And Expert Opinion
 - Personality Traits



17

Mental Abilities Needed For

Any Job

- Understanding, paying out, and remembering simple instructions.
- The ability to understand and remember locations and worklike procedures.
- The ability to understand and remember very short and simple instructions.
- The ability to carry out very short and simple instructions.
- The ability to maintain concentration and attention for extended periods (the approximately 2-hour segments between arrival and first break, lunch, second break, and departure).
- The ability to perform activities within a schedule, maintain regular attendance, and be punctual within customary tolerances.
- The ability to sustain an ordinary routine without special supervision.
- The ability to work in coordination with or proximity to others without being (unduly) distracted by them.



18

Mental Abilities Needed For Any Job

- The ability to complete a normal workday and workweek without interruptions from psychologically based symptoms and to perform at a consistent pace without an unreasonable number and length of rest periods.
- Use of judgment.
- The ability to make simple work-related decisions.
- The ability to be aware of normal hazards and take appropriate precautions.
- Responding appropriately to supervision, coworkers, and usual work situations.
- The ability to ask simple questions or request assistance.
- The ability to accept instructions and respond appropriately to criticism from supervisors.
- The ability to get along with coworkers or peers without (unduly) distracting them or exhibiting behavioral extremes.
- Dealing with changes in a routine work setting — the ability to respond appropriately to changes in (a routine) work setting.

POMS DI 25020.010 Mental Limitations



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19

Mental Abilities Critical For Performing Unskilled Work

The claimant/beneficiary must show the ability to:

- Remember work-like procedures (locations are not critical).
- Understand and remember very short and simple instructions.
- Carry out very short and simple instructions.
- Maintain attention for extended periods of 2-hour segments (concentration is not critical).
- Maintain regular attendance and be punctual within customary tolerances. (These tolerances are usually strict). Maintaining a schedule is not critical.
- Sustain an ordinary routine without special supervision.
- Work in coordination with or proximity to others without being (unduly) distracted by them.



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20

Mental Abilities Critical For Performing Unskilled Work Cont'd

- Make simple work-related decisions.
- Complete a normal workday and workweek without interruptions from psychologically based symptoms and perform at a consistent pace without an unreasonable number and length of rest periods. (These requirements are usually strict).
- Ask simple questions or request assistance.
- Accept instructions and respond appropriately to criticism from supervisors.
- Get along with coworkers or peers without (unduly) distracting them or exhibiting behavioral extremes.
- Respond appropriately to changes in a (routine) work setting.
- Be aware of normal hazards and take appropriate precautions.



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21

Mental Abilities Needed To Do Semiskilled and Skilled Work

- The basic abilities listed in "DI 25020.010B.2." (i.e., the "abilities needed to perform any job") are necessary.
- Often, there is an increasing requirement for understanding and memory and for concentration and persistence , e.g.: the ability to:
 - Understand and remember detailed instructions,
 - Carry out detailed instructions, and
 - Set realistic goals or make plans independently of others.
- Other special abilities may be needed depending upon the type of work and specific functions it involves.
- Degrees of Mental Limitations vs. Specific Jobs Different jobs require different degrees of mental ability.



22

Mental Abilities Needed To Do Semiskilled and Skilled Work Cont'd

EXAMPLE 1: Most competitive jobs require the ability to meet basic standards of neatness and cleanliness. However, the standards that must be met vary greatly depending upon whether the job(s) being considered involve dealing with the public; or working in a factory, a coal mine, a stock yard, etc.

EXAMPLE 2: Most competitive jobs require the ability to travel to and from work and thus, would be precluded by extreme agoraphobia in which the person is incapable of leaving his or her home. However, a mild case of agoraphobia may not preclude the ability to travel to and from work or preclude work performed in the same (and thus, familiar) setting each day.

To Link to this section - Use this URL: <http://policy.ssa.gov/poms.nsf/lnx/0425020010>



23

Core Psychological Abilities Essential for Work

Ability to Understand and Remember (e.g., ability to remember locations and work-like procedures; understand and remember simple and/or detailed instructions).

Ability to Sustain Pace, Concentration, and Persistence (e.g., ability to make simple work-related decisions, remember and carry out instructions, maintain schedules and attendance, sustain routine; work in coordination with and/or proximity to others without being distracted by them).

Social Interaction (e.g., ability to maintain socially appropriate behavior, minimum standards of neatness/cleanliness, interact appropriately with general public and co-workers, accept instructions and respond appropriately to criticism from supervisors).

Adaptation (e.g., ability to respond appropriately to changes in the work setting; be aware of normal hazards and take precautions; travel unaccompanied in unfamiliar places or use public transportation; set realistic goals; make plans independent of others).

Report of the OIADAP Mental-Cognitive Subcommittee September 1, 2009



24

Ability to Understand and Remember

- Understand (grasp the meaning of) very short and simple instructions.
- Remember very short and simple instructions.
- Remember work-like procedures



25

Concentration, Persistence and Pace

- **Concentration** - The ability to direct thoughts/attention towards work task completion.
- **Attention** - The ability to carefully observe or listen to work-related instructions.
- **Pace** - The ability to sustain adequate speed for work activity.
- **Persistence** - The ability to maintain work activity for two-hour increments with short breaks in between.



26

Social Interaction

The ability to relate to and work with supervisors, co-workers, and the public--ie.


- Cooperating with others;
- Asking for help when needed;
- Handling conflicts with others;
- Stating own point of view;
- Initiating or sustaining conversation;
- Understanding and responding to social cues (physical, verbal, emotional);
- Responding to requests, suggestions, criticism, correction, and challenges;
- Keeping social interactions free of excessive irritability, sensitivity, argumentativeness, or suspiciousness.



27

Adaptation

- Ability to respond appropriately to changes in the work setting;
- Be aware of normal hazards and take precautions;
- Travel unaccompanied in unfamiliar places or use public transportation;
- Set realistic goals;
- Make plans independent of others.




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Inability to Perform Work

- A substantial loss of ability to meet any of the basic mental demands listed in the slide above.
 - severely limits the potential occupational base and thus,
 - would justify a finding of inability to perform other work even for persons with favorable age, education and work experience.

NOTE: "Substantial loss" cannot be precisely defined. It does not necessarily relate to any particular adjective, number, or percentage. In practical terms, an individual has a substantial loss of ability to perform a basic mental activity when he or she cannot perform the particular activity in regular, competitive employment but, at best, could do so only in a sheltered work setting where special considerations and attention are provided. This requires professional judgment, on the basis of the evidence in file in each case. The impairment in a claim of this type may meet or equal the listed medical criteria.




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Inability to Perform Work Cont'd

Therefore, before making a determination that includes vocational evaluation, the adjudicator should discuss the case with a psychiatrist or psychologist to learn whether a significant part of the evidence had been previously overlooked or underrated.

- A person who can meet all of the mental demands listed in "[DI.25020.010A.3.a](#)," and has only a mental limitation(s) will almost always be capable of adjusting to other work since his or her potential occupational base would be the unskilled jobs at all exertional levels.

EXCEPTION: In a few rare instances where a person's vocational profile is extremely adverse (e.g., closely approaching retirement age, limited education or less, and essentially a lifetime commitment to a field of unskilled work that is now precluded by a mental impairment), a finding of "disabled" may be appropriate. (This would be adjudicated under the Lifetime Commitments Special Medical-Vocational Profile. See [DI.25010.001B.3](#)).



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Factual and Expert Opinion

- A VE provides both factual and expert opinion evidence based on knowledge of:
 - The skill level and physical and mental demands of occupation.
- The physical and mental demands of a job as the claimant says he or she *actually* performed it.

References and Resources

- *Dictionary of Occupational Titles, 4th Edition, Revised, 1991, U.S. Department of Labor Employment and Training Administration*
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