

# **COPEES**

CAREER ORIENTATION PLACEMENT & EVALUATION SURVEY

# **COPEES**

T.M.

By Robert R. Knapp and Lila Knapp

Name \_\_\_\_\_ Date \_\_\_\_\_

# SAMPLE

the space marked "a." (See Example, Item 1., at right.) If the second statement of the pair best describes you, blacken between the lines in the space marked "b." (See Example, Item 2., at right.) For each

Section of Answer  
Column Correctly  
Marked

1. a. ☒ ☐  
b. ☐ ☐ ☐ ☐

Not All Pages Shown  
Total Pages = 4

A <sub>1</sub> — 97.	a. don't have to argue a point of view . . . . .	a. . . . .	a. . . . .	a. . . . .	a. . . . .
	b. argue a point of view . . . . .	b. . . . .	b. . . . .	b. . . . .	b. . . . .
B <sub>1</sub> — 98.	a. can be impractical . . . . .	a. . . . .	a. . . . .	a. . . . .	a. . . . .
	b. can be efficient and practical . . . . .	b. . . . .	b. . . . .	b. . . . .	b. . . . .
C <sub>1</sub> — 99.	a. stick to the given . . . . .	a. . . . .	a. . . . .	a. . . . .	a. . . . .
	b. have to think freely on my own . . . . .	b. . . . .	b. . . . .	b. . . . .	b. . . . .
D <sub>1</sub> — 100.	a. am in charge of keeping order in an emergency . . . . .	a. . . . .	a. . . . .	a. . . . .	a. . . . .
	b. am never in charge of keeping order in an emergency . . . . .	b. . . . .	b. . . . .	b. . . . .	b. . . . .
E <sub>1</sub> — 101.	a. keep things orderly and neat . . . . .	a. . . . .	a. . . . .	a. . . . .	a. . . . .
	b. don't need to keep things orderly and neat . . . . .	b. . . . .	b. . . . .	b. . . . .	b. . . . .
F <sub>1</sub> — 102.	a. the importance of the job or office is not an issue . . . . .	a. . . . .	a. . . . .	a. . . . .	a. . . . .
	b. hold an important job or office . . . . .	b. . . . .	b. . . . .	b. . . . .	b. . . . .
G <sub>1</sub> — 103.	a. do not lay things out in an artistic way . . . . .	a. . . . .	a. . . . .	a. . . . .	a. . . . .
	b. rely on my sense of artistic balance . . . . .	b. . . . .	b. . . . .	b. . . . .	b. . . . .
H <sub>1</sub> — 104.	a. deal with things rather than people . . . . .	a. . . . .	a. . . . .	a. . . . .	a. . . . .
	b. meet and get to know people . . . . .	b. . . . .	b. . . . .	b. . . . .	b. . . . .
A <sub>2</sub> — 105.	a. understand and use complex ideas . . . . .	a. . . . .	a. . . . .	a. . . . .	a. . . . .
	b. don't need to use complex ideas . . . . .	b. . . . .	b. . . . .	b. . . . .	b. . . . .
B <sub>2</sub> — 106.	a. be practical in what I do . . . . .	a. . . . .	a. . . . .	a. . . . .	a. . . . .
	b. be carefree and fanciful . . . . .	b. . . . .	b. . . . .	b. . . . .	b. . . . .
C <sub>2</sub> — 107.	a. try out my own ideas . . . . .	a. . . . .	a. . . . .	a. . . . .	a. . . . .
	b. have the ideas already presented for me . . . . .	b. . . . .	b. . . . .	b. . . . .	b. . . . .
D <sub>2</sub> — 108.	a. use leadership abilities . . . . .	a. . . . .	a. . . . .	a. . . . .	a. . . . .
	b. let others take the leadership . . . . .	b. . . . .	b. . . . .	b. . . . .	b. . . . .
E <sub>2</sub> — 109.	a. pay careful attention to detail . . . . .	a. . . . .	a. . . . .	a. . . . .	a. . . . .
	b. allow some room for error . . . . .	b. . . . .	b. . . . .	b. . . . .	b. . . . .
F <sub>2</sub> — 110.	a. avoid praise and complir . . . . .	a. . . . .	a. . . . .	a. . . . .	a. . . . .
	b. am praised by other r . . . . .	b. . . . .	b. . . . .	b. . . . .	b. . . . .
G <sub>2</sub> — 111.	a. am not involved . . . . .	a. . . . .	a. . . . .	a. . . . .	a. . . . .
	b. am involved v . . . . .	b. . . . .	b. . . . .	b. . . . .	b. . . . .
H <sub>2</sub> — 112.	a. don't hav . . . . .	a. . . . .	a. . . . .	a. . . . .	a. . . . .
	b. have tr . . . . .	b. . . . .	b. . . . .	b. . . . .	b. . . . .
A <sub>3</sub> — 113.	a. dr . . . . .	a. . . . .	a. . . . .	a. . . . .	a. . . . .
	b. . . . .	b. . . . .	b. . . . .	b. . . . .	b. . . . .
B <sub>3</sub> — 114					
C <sub>3</sub>					
E <sub>3</sub>					
F <sub>3</sub> —					
G <sub>3</sub> — 119.	a. . . . .	a. . . . .	a. . . . .	a. . . . .	a. . . . .
	b. . . . .	b. . . . .	b. . . . .	b. . . . .	b. . . . .
H <sub>3</sub> — 120.	a. wor . . . . .	a. . . . .	a. . . . .	a. . . . .	a. . . . .
	b. work c . . . . .	b. . . . .	b. . . . .	b. . . . .	b. . . . .
A <sub>4</sub> — 121.	a. work to sa . . . . .	a. . . . .	a. . . . .	a. . . . .	a. . . . .
	b. accept thing . . . . . critical . . . . .	b. . . . .	b. . . . .	b. . . . .	b. . . . .
B <sub>4</sub> — 122.	a. always get what . . . . . due me . . . . .	a. . . . .	a. . . . .	a. . . . .	a. . . . .
	b. don't worry about . . . . . ttle injustice . . . . .	b. . . . .	b. . . . .	b. . . . .	b. . . . .
C <sub>4</sub> — 123.	a. am independent of rules and regulations . . . . .	a. . . . .	a. . . . .	a. . . . .	a. . . . .
	b. can depend upon rules and regulations . . . . .	b. . . . .	b. . . . .	b. . . . .	b. . . . .
D <sub>4</sub> — 124.	a. don't direct people in their work . . . . .	a. . . . .	a. . . . .	a. . . . .	a. . . . .
	b. direct people in their work . . . . .	b. . . . .	b. . . . .	b. . . . .	b. . . . .
E <sub>4</sub> — 125.	a. act when the need arises . . . . .	a. . . . .	a. . . . .	a. . . . .	a. . . . .
	b. have a clear plan for my work . . . . .	b. . . . .	b. . . . .	b. . . . .	b. . . . .
F <sub>4</sub> — 126.	a. am around people with power and influence . . . . .	a. . . . .	a. . . . .	a. . . . .	a. . . . .
	b. don't associate with people with power and influence . . . . .	b. . . . .	b. . . . .	b. . . . .	b. . . . .
G <sub>4</sub> — 127.	a. show appreciation for architectural beauty . . . . .	a. . . . .	a. . . . .	a. . . . .	a. . . . .
	b. am not concerned with architectural beauty . . . . .	b. . . . .	b. . . . .	b. . . . .	b. . . . .
H <sub>4</sub> — 128.	a. give all I can to charity . . . . .	a. . . . .	a. . . . .	a. . . . .	a. . . . .
	b. give a small amount to charity . . . . .	b. . . . .	b. . . . .	b. . . . .	b. . . . .

SAMPLE

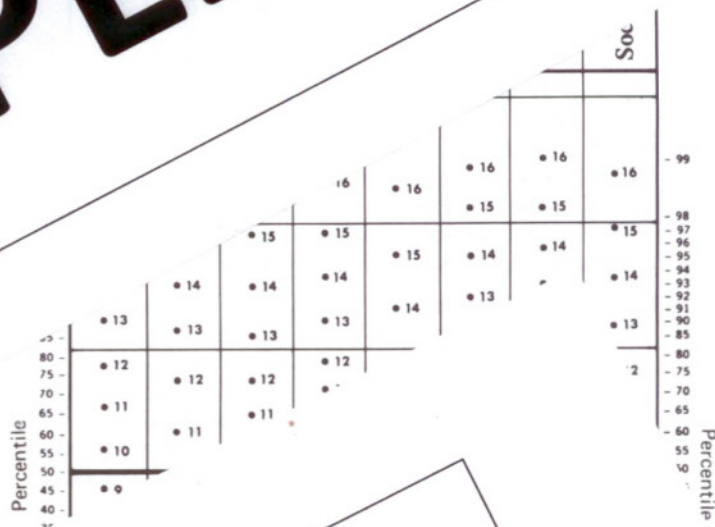


## Directions for Scoring and Plotting the Profile

After you have completed answering all the items, open your COPES booklet to the last page and sum across only those rows with a dot immediately in front of either "a" or "b". Count the number of answers which has the dot. Record that sum in the left of page 4 starting with the first on down to the last sum H.

"I value this"  
A, 4 97

**SAMPLE**



**SAMPLE**

	Non	Privacy	Realistic	Self-Concern
a				
b				
c				
d				
e				
f				
g				
h				

Total Score

a b c d e f g h

# WORK VALUES MEASURED BY THE COPES

**INVESTIGATIVE versus ACCEPTING:** Intellectual curiosity and the challenge of solving a complex task are major values of persons scoring high on this scale. The need for information, the need to know, the need to question "Why," is very important to such people. Persons scoring toward the **Accepting** end of this scale value clear cut activities in which they see the concrete results of their work and do not need to solve many complex problems.

**PRACTICAL versus CAREFREE:** Showing appreciation for practical and efficient ways of doing things are values of persons scoring high on this scale. They value activities in which they take good care of equipment, improve their abilities and work more practical and efficient. Persons scoring toward the **Carefree** end of this scale value the freedom and care of equipment.

**ORDERLINESS versus NON-COMMITMENT:** Neatness and keeping things neat and tidy are major values of persons scoring high on this scale. Persons value activities in which they are neat and tidy, and persons scoring toward the **Non-Commitment** end of this scale value activities in which they are not neat and tidy.

Orderliness  
neat  
Such  
neat  
or-  
?-  
v

# SAMPLE

IN-

To relate  
check  
"a", th

clusters, find your **THREE HIGHEST**  
values in **ALL** the boxes they appear in (in the first three boxes below.) Your values are in the cluster where you

**SCIENCE PROFESSIONAL** - Planning and conducting physical sciences

**SCIENCE SKILLED** - Observing and classifying

**TECHNOLOGY PROFESSIONAL**

**TECHNOLOGY SKILLED**

**CONVENTIONAL**

# SAMPLE

AR

ARTS

SERVICE

SERVICE

\_\_\_\_ f. Recognition

\_\_\_\_ e. Orderliness

\_\_\_\_ e. Orderliness \_\_\_\_ b. Practical

\_\_\_\_ f. Recognition \_\_\_\_ e. Orderliness

\_\_\_\_ f. Recognition \_\_\_\_ g. Aesthetic

\_\_\_\_ g. Aesthetic \_\_\_\_ e. Orderliness

\_\_\_\_ h. Social \_\_\_\_ d. Leadership

\_\_\_\_ h. Social \_\_\_\_ b. Practical

