Life-Codes

Living and Working with Fulfilment and Meaning

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At a glance: The winners in the working world of tomorrow are the AI professions and the empathy professions. What links the two is that neither can be reduced to routine. This article shows which 13 sectors have the best prospects, which roughly 290 occupations can be derived from the ten types of intelligence, and how the Life-Blending model leads, in four steps, to a personality portfolio – the foundation for work that fits one's own life.

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Introduction

The winners in the future of work are the AI professions and all the empathy professions. The safe professions of the future are digital and **human**-centred. They connect the modern working world with human nature and with people's actual aptitudes and values, creating a symbiosis that brings fulfilment. A sense of meaning replaces a sense of duty. In the new meaning economy, in which work and private life blend, personality is the only advantage over AI and technology.

The pressure for change towards a dynamic living and working environment, driven by globalisation, digitalisation, climate change and automation, is no longer rising linearly but exponentially. Individuals and companies alike feel this very clearly.

Sustainable professions therefore integrate quality of life, meaning, self-fulfilment, a good working atmosphere and good relationships with colleagues. These components of meaning far outweigh the level of salary. The author's new, scientifically founded profile analysis, Life-Scouting®, helps people to develop an economically viable career version, so that they are professionally prepared for the current and future demands of work, family and quality of life. The article describes the 13 most promising sectors of the future and the occupations that arise from them.

The enormous technification of the working world through AI replaces people with machines wherever their work is no more demanding – intellectually, humanly or creatively – than what robots and computers can deliver. When language models such as ChatGPT can pass written school-leaving exams (Abitur) within minutes, many employees suspect that they may have slept through a development.

Viktor Frankl never understood happiness as a goal, but as a consequence: those who pursue meaning find that happiness arrives as a side effect, whereas those who strive for happiness itself miss it. Following on from this, one can say that a personal reason that

sustains us and makes us proud lasts longer than a lasting state of well-being that lacks direction.

Developing an economically viable career version therefore requires, as life design, personal values that allow for the following: innovation – transformation – life satisfaction, or, put simply: being – doing – becoming. The new, self-effective self, whose personal values should be down-to-earth, family-oriented and holistic, develops in an open living and working process leadership qualities for itself and for others which, as a synergy effect, bring forth a self-determined and sustainable life. All signs therefore point to the individualisation of the human being in a knowledge society that regards self-realisation in life as the highest gain.

A profession that motivates in the long term requires that *the quality of the work* comes first and thus holds synergetic potential. The energy thread that carries this potential for a symbiosis of private and professional life consists of the individual's aptitudes, values and talents. Inclinations and interests are also surveyed, but given only supplementary weight – unlike the usual, still very conformist practice, which asks only about interests and wishes.

At the centre of this endeavour is the determination of the personality portfolio – the pivot and anchor of self-efficacy. The proven Life-Blending model (see the graphic near the end) leads participants systematically, through a combination of modern, scientific profiling methods, to the focus of their private and professional possibilities. By matching four personality tests, the model defines the basic core values and derives possible prototypes from them. On this basis, four life and career versions are developed that also take all life experience into account. The aim is to be able to modify and adapt this personality portfolio promptly and on an ongoing basis. In this combination, the method is unique to date and has been tried and tested many times at our institute.

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Work with Meaning

Life-Blending, as the next stage of evolution beyond work-life balance, creates a fluid equilibrium between life and work. It is precisely *not* a steep path to burnout, as some traditionalists may claim, but the opposite: calmly developing (or having developed) one's own personality portfolio, building relationships, networking sufficiently and, with good monitoring, keeping an eye out for the next life-career step across the entire job market accessible to you. Nobody is looking any more for a lifelong job that controls and demeans people and, on top of that, pays badly.

The aim is to achieve a synthesis of life and meaningful, concept-rich work, and to see both as one great whole – a personal life model. In the meaning economy, employees' personal values and goals merge with their work because they love it, meaning that they can identify with it in the long term. If people can find meaning in their work, it becomes a pleasant and enjoyable part of life.

The careers of the future with meaning in the 21st century are *also* about Life-Blending (*to blend* = to mix), which deepens, and in part removes, the separation of work and life through a meaningful interplay in line with one's own personality portfolio – the modern form of the curriculum vitae.

Central here is the concept of meaning, a concrete form of personal happiness: meaning as a symbiosis of personal awareness and life satisfaction in resonance with the environment. Meaning takes precedence over happiness. Meaning always arises individually; motivation follows, and in turn brings a natural ordering structure into our lives. This is the authenticity that younger employees in particular are looking for today – in short, work with meaning.

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Work without Meaning

The Gallup Engagement Index Germany has painted a sobering picture since 2001. In the 2025 survey, only **10 per cent** of employees are highly emotionally committed to their employer. **77 per cent** do the minimum required: they do what is asked, no more and no less. **13 per cent** have mentally resigned and work with the handbrake on. Gallup puts the macroeconomic productivity losses from mental resignation alone at €119.2 to €142.3 billion a year.

The figures vary from country to country, but the trend can be observed worldwide. And it has a flip side that is of interest to companies and individuals alike: according to the same survey, employees with a high level of emotional commitment have **41 per cent lower absenteeism** than employees with no commitment.

Quality of life and creative co-design of work take centre stage here, as does the *humanisation of work*. A profession that motivates in the long term requires a strong identification with its content and with the tasks to be performed. The opposite effect comes from negative motivation, which passively puts up with whatever "jobs" come along – the opposite of the joy in an activity that reflects one's own personal values of meaning. The meaning economy is here, and it demands a comprehensive symbiosis of meaning, quality of life and personal growth in one's profession.

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Developing a Personal Life Model

The structural change in the global knowledge economy is also increasing the pressure on many classic occupational profiles. An extreme shift in values across almost all strata of society worldwide calls for a different, more sustainable mindset in order to succeed professionally and *as a human being*. The nine-to-five mentality, with its dreary routine, is no help at all here.

The point is to develop and realise a personal life model that makes personal aptitudes and values the basis of more sustainable and more coherent life and career planning – life values that in Western civilisations were once understood as the art of living. Inclinations and interests are part of it, but they are the accessory, not the foundation: what someone would like to do is only viable if he or she is also able to do it.

Creativity, Empathy and Intuition Are the Key Qualifications of the 21st Century

Aristotle coined two terms for this that still hold today: *areté*, excellence, and *phronesis*, practical wisdom – the ability to recognise and do the right thing in a concrete case. Both stand in unconditional interplay for personal meaning in life.

Work has become a relationship that will, in the long run, be more than a flirtation. A meaningful life is not given to me; I have to commit myself to it. The meaning of work can only be clarified sustainably if the meaning of life is considered as well. It looks very much as though we are dealing with a kind of "humanisation" of work, which regards people more as subjects than as machine operators or "resources" – even if this may sound a little grandiloquent.

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The Most Promising Sectors of the Future

(according to the World Economic Forum's Future of Jobs Report 2025 and the Gallup Engagement Index Germany 2025)

The World Economic Forum's Future of Jobs Report 2025, based on data from more than 1,000 companies worldwide, expects 22 per cent of all jobs to be disrupted by 2030: 170 million new positions will be created and 92 million will disappear – a net gain of 78 million. Around 40 per cent of the skills required at work will change. The most sought-after competencies are analytical thinking, resilience, flexibility, and leadership and social influence; the fastest-growing skills are those related to AI and big data.

The best and most promising sectors of the new knowledge society are:

1. Energy
2. Environmental protection
3. Biotechnology
4. Engineering and technology
5. Robotics and mechanical engineering
6. Logistics
7. Virtual realities and media
8. Healthcare and pharmaceuticals
9. Artificial intelligence (AI)
10. Design and marketing
11. 3D printing
12. Self-sufficiency
13. Life design and therapy

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The Job-Futuromat – How Replaceable Is Your Profession?

This question can be answered particularly well with the **Job-Futuromat** of the Institute for Employment Research (IAB) of the German Federal Employment Agency, available at **job-futuromat.iab.de**. For around 4,000 occupations in Germany, the online tool shows what share of core activities can already be automated by technology today – the so-called substitutability potential.

Two things are important here. First, the Job-Futuromat is expressly **not a forecasting tool**. It does not say that a profession will disappear, but how much technology could take over today. Second, digital technologies generally do not replace entire professions, but individual tasks. Professions rarely disappear – they change.

The direction is nonetheless clear. Occupations with a high proportion of interpersonal interaction – therapeutic activities, health and healing professions, education and care – consistently show low substitutability potential. The same applies to professional advisory occupations with a scientific background. According to the IAB, advisory and creative activities are likely to be in greater demand.

Conversely, occupations with a high proportion of standardised, rule-based processes show high potential. As an example, the IAB cites hotel management professionals at **86 per cent**; here it is mainly organisational and bookkeeping processes that are affected. In business-related service occupations, substitutability potential rose by 19 percentage points in one survey wave because software applications became market-ready that translate legal requirements into programs, some of them self-learning.

This means that anyone working in a numbers-based or administrative occupation should look closely – not because the profession will disappear, but because its content is shifting. This is precisely where it will be decided who brings the non-technical competencies that remain: communication, service orientation and judgement in complex situations. It is best to check for yourself right away how things look for you.

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The Very Big Difference – Job, Career or Calling?

Occupational psychology has long distinguished between three clear categories – a) job, b) career and c) calling – and finds these forms in virtually all occupational groups worldwide.

The **job** serves solely to earn a living. Life *always* takes place outside work – integration is ruled out.

Those who pursue a **career** strive for structural or financial advancement and draw personal self-confidence from the status they gain.

Those who follow a **calling** no longer separate work from life. Money and status are no longer the primary source of the fulfilment their work brings. The work has become part of their identity. Calling, or vocation – in the sense of a symbiosis of aptitude and inclination – means pursuing a personal meaning in one's work.

The second and third groups thus consciously aim for value- and aptitude-oriented work, as the basis of Life-Blending.

What, then, would be so hard to understand about finding one's calling and pursuing it? Think out of the box: which life design do you favour today?

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Case Study: From Medicine to Biotechnology

The following example describes an individual course of events. It is not a guarantee of a comparable outcome and does not replace medical or therapeutic advice.

Renate was very empathetic, sensitive, intelligent and curious about working with people. After achieving top marks in her Abitur, she enrolled in psychology, which seemed exciting and fascinating to her at first. After two semesters that were really only about statistics, mathematics and general evaluation, she gradually lost her considerable patience: not a trace of insight into people or into herself, not even anything behaviour-therapeutic – just technique.

Renate had chosen this subject on the suggestion of her friends and her parents; at the age of 20 she still had the corresponding optimism. As she was also very good at maths, the course credits were child's play for her. After more than a year the degree became so "dry" that she attended only the most necessary courses and lectures and began to lie awake at night, often sleepless, brooding endlessly. At the start of the new semester she developed all kinds of psychosomatic complaints and withdrew from the university.

She attended non-university courses and further training and was told by a well-known local specialist adviser that her occupational profile pointed strongly towards medicine and that there was otherwise little to speak in favour of psychology. She quickly enrolled to study medicine at a world-renowned university. In the career counselling she received at the time, she did not ask herself what was personally important to her and which private values and potentials would actually fit the future profession – like most other people, she relied on outside advice.

She practically "flew through" this degree and additionally enrolled in English. She completed both fields of study with distinction and, along the way, won a scholarship for a year abroad in China – she was also strongly interested in naturopathy – as well as the required internships. After her final examination she was hired by a well-known local group practice and did well there for a few years.

The familiar complaints returned, only this time very strongly, plunging her into ever deeper personal crises. At times she could get up in the morning only with considerable effort and got through the day only with medically prescribed support – she knew that she was really only standing beside herself. After some spiritual experiences and an encounter with shamanism, she realised that these paths were not viable for her and, as a precaution, took a break. She turned everything upside down, and not only in her morning yoga.

In her distress she remembered a psychologist who offered extraordinary life management and had a reputation for combining philosophy, psychology, computer technology, life coaching and naturopathy into a synthesis. Since she was in need and faced a total void, she booked two sessions on impulse.

The analysis showed that the limbic emotion profile (1) swung clearly between Balance and Dominance. Among the intelligences (2), her verbal intelligence was only moderately developed, and her creative intelligence was close to zero, as were her aesthetic and musical intelligences. Peak values emerged primarily in the intrapersonal and interpersonal domains, as well as in scientific-logical and spatial intelligence. These four pronounced

intelligences clearly represented her talents. The Big Five (3) showed peak values for conscientiousness and agreeableness; among the interests (4), the social and the enterprising types stood out. She was delighted and shaken at the same time, since she herself had always assumed that she could communicate well and could heal humanity of its pain a little.

The result: With the help of the adviser, she applied to a local biotechnology company and worked there in research, analysis and licensing as well as in commercial management. Her initial reservations about biotech turned into insight and goodwill. Her state of health stabilised markedly over the years; she continued her treatment with her doctor independently of this. Today she earns many times her former salary on markedly reduced weekly working hours. She is very happy, has separated from her only partner to date, a very phlegmatic man, and lives openly with her female partner.

At international congresses and conferences she represents the company and occasionally gives 10- to 15-minute presentations on the gene scissors **CRISPR/Cas9**, with which genetic defects in body cells can be corrected in a targeted way. She has recently also acquired goals and visions: to found her own biotech company with her sister, a successful tax adviser.

Thanks to the Life-Blending model, Renate had created prototypes for a new life that not only makes her happy but is at the same time a foundation for her future – one that remains open to modification and expansion.

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The Occupations by the Ten Types of Intelligence

Around 290 occupations, arranged by the type of intelligence that primarily underpins them.

Verbal-Linguistic Intelligence

1. Language scientist 2. Journalist 3. Teacher 4. Translator 5. Interpreter 6. Linguist 7. Editor 8. Copywriter 9. Literary scholar 10. Literary critic 11. Conference interpreter 12. Communications specialist 13. Dictionary author (lexicographer) 14. Dialectologist 15. Speech therapist 16. Professor of languages 17. Text analyst 18. Youth-language researcher 19. Public relations manager 20. Branch office manager 21. Language programmer 22. Language developer 23. Linguistics researcher 24. Librarian 25. Language editor 26. News presenter 27. Commentator 28. Head of translation 29. Wordsmith

Logical-Mathematical Intelligence

1. Engineer 2. Software developer 3. Data analyst 4. Scientific programmer 5. Financial planner 6. Operations analyst 7. Systems analyst 8. Statistician 9. Actuary 10. Mathematician 11. Programmer 12. Accountant 13. Computer scientist 14. Researcher 15. Programming consultant 16. Local IT specialist 17. Database administrator 18. Software architect 19. Database developer 20. Computer security expert 21. Network specialist 22. System administrator 23. Cryptographer 24. AI engineer 25. Algorithm developer 26. Quantitative

analyst 27. Web developer 28. Analytical chemist 29. Econometrician 30. Quantitative financial analyst

Visual-Spatial Intelligence

1. Interior architect 2. Visual effects supervisor 3. Landscape architect 4. Set designer 5. Artist 6. CAD designer 7. Product designer 8. Video game developer 9. Augmented reality developer 10. 3D animator 11. Photographer 12. Media producer 13. Illustrator 14. Web designer 15. Landscape gardener 16. Building designer 17. Game designer 18. Stage designer 19. Logo designer 20. Graphic designer 21. Visual merchandiser 22. Property developer 23. 3D artist 24. Virtual reality developer 25. Film editor 26. Set decorator 27. Transport planner 28. Fashion designer 29. Acoustic designer

Bodily-Kinaesthetic Intelligence

1. Track and field athlete 2. Acrobat 3. Dancer 4. Physical education teacher 5. Dance therapist 6. Personal trainer 7. Yoga teacher 8. Gymnastics teacher 9. Massage therapist 10. Physiotherapist 11. Choreographer 12. Ballet teacher 13. Sports therapist 14. CrossFit trainer 15. Riding instructor 16. Parkour instructor 17. Climbing instructor 18. Swimming instructor 19. Tumbling instructor 20. Pilates instructor 21. Cycling coach 22. Aerobics instructor 23. Acrobatics instructor 24. Tai chi instructor 25. Conditioning coach 26. Trampoline instructor 27. Dance school teacher 28. Mountain guide 29. Hiking guide

Natural-Scientific-Logical Intelligence

1. Data scientist 2. AI engineer 3. Machine learning developer 4. AI researcher 5. AI architect 6. AI software developer 7. Robotics engineer 8. Biotechnology engineer 9. Biophysicist 10. Chemist 11. Molecular biologist 12. Geoscientist 13. Meteorologist 14. Astronomer 15. Nuclear physicist 16. Geochemist 17. Hydrologist 18. Computer scientist 19. Quantitative investment fund manager 20. Mathematician 21. Statistician 22. Naturalist 23. Palaeontologist 24. Ecologist 25. Environmental scientist 26. Natural historian 27. Theoretical physicist 28. Coastal scientist

Musical Intelligence

1. Composer 2. Songwriter 3. Music producer 4. Music teacher 5. Musician 6. Music therapist 7. Musicologist 8. Conductor 9. Sound designer 10. Music publisher 11. Music manager 12. Studio technician 13. Music editor 14. Music director 15. Orchestrator 16. Music marketing manager 17. Sound technician 18. Concert promoter 19. Composer's assistant 20. Audio producer 21. Film and video composer 22. Cinema composer 23. DJ 24. Music critic 25. Music journalist 26. Symphonist 27. Music curator 28. Music producer's assistant 29. Music market analyst 30. Music industry consultant 31. Audio engineer 32. Tonmeister (recording supervisor) 33. Radio engineer 34. Score editor 35. Studio designer 36. Music marketer 37. Music publicist 38. DJ agent

Creative Intelligence

1. Graphic designer 2. Web designer 3. Artist 4. Design engineer 5. Game designer 6. Make-up and special-effects artist 7. Fashion designer 8. Music producer 9. Photographer 10.

Writer 11. Screenwriter 12. Animator 13. Media designer 14. Illustrator 15. Storyboard artist 16. Comic artist 17. Children's book author 18. Interior architect 19. Set designer 20. Brand strategist 21. UI/UX designer 22. Communication designer 23. Strategic planner 24. Product designer 25. Video editor 26. Technical author 27. Sound engineer 28. Animation artist 29. Advertising professional

Intrapersonal Intelligence

1. Psychotherapist 2. Counsellor 3. Alternative health practitioner (Heilpraktiker) 4. Teacher 5. Speaker 6. Coach 7. Volunteer coordinator 8. Career counsellor 9. Clinical psychologist 10. Guidance counsellor 11. Behavioural researcher 12. Social worker 13. Art therapist 14. Author 15. Journalist 16. Mental training expert 17. Conflict counsellor 18. Mediator 19. Meditation teacher 20. Stress management coach

Interpersonal Intelligence

1. PR manager 2. Sales representative 3. Team coordinator 4. Sales manager 5. Recruiter 6. Communications consultant 7. Customer service representative 8. Teacher 9. Consultant 10. Psychologist 11. Social worker 12. Call centre agent 13. Cooperation manager 14. Mediator 15. Sponsor 16. Event manager 17. Social media manager 18. Presenter 19. Negotiator 20. Conflict manager 21. Brand ambassador 22. Concert promoter 23. Customer relationship manager 24. Market researcher 25. Human resources manager 26. Sales promoter 27. Café manager 28. Host 29. Rental agent 30. Hotel manager

Aesthetic Intelligence

1. Architect 2. Art historian 3. Fashion designer 4. Interior architect 5. Photographer 6. Film director 7. Graphic designer 8. Art therapist 9. Landscape architect 10. Product designer 11. Set designer 12. Theatre director 13. Dancer 14. Stage designer 15. Couturier 16. Costume designer 17. Jewellery designer 18. Artist 19. Musician 20. Singer 21. Actor 22. Sound engineer 23. Audio editing specialist 24. Make-up artist 25. Hairstylist 26. Choreographer 27. Camera operator 28. Lighting designer

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The Safest Occupations of the Future

According to the World Economic Forum's Future of Jobs Report 2025, the Gallup Engagement Index Germany 2025 and the IAB's substitutability analyses, the following 60 occupations are currently considered crisis-proof and future-proof:

1. AI technician 2. Robotics engineer 3. Augmented reality developer 4. Ethical hacker 5. Industrial Internet of Things manager 6. Fintech software engineer 7. Virtual reality designer 8. Automotive technician 9. Blockchain architect 10. Autonomous vehicle technician 11. AI data analyst 12. Cloud computing specialist 13. Internet of Things strategy consultant 14. Cyber security concept designer 15. Quantum physics engineer 16. Big data analyst 17. Network engineer 18. Smart home system designer 19. App developer 20. AI systems engineer 21. Medical technology software developer 22. DevOps specialist 23. Autonomous drone pilot 24. Cybersecurity analyst 25. Social media manager 26. Robot

technician 27. Nanotechnology engineer 28. Video game designer 29. Digital transformation strategist 30. Genomic data scientist 31. AI software developer 32. Database developer 33. Geneticist 34. Social media marketing manager 35. Robotics programmer 36. AI designer 37. Biologist in synthetic biology 38. Autonomous aviation engineer 39. Autonomous systems expert in the automotive sector 40. Renewable energy technology consultant 41. Biotech R&D manager 42. Computer vision engineer 43. Autonomous robot programmer 44. AI consultant 45. Bioinformatician 46. Financial adviser 47. Automation technician 48. E-commerce expert 49. Environmental scientist 50. Digital media producer 51. Big data scientist 52. Autonomous ship navigation technician 53. Smart factory project manager 54. Machine learning developer 55. Mobile app developer 56. Database administrator 57. Autonomous systems test engineer 58. Crowdfunding consultant 59. Business process optimiser 60. Digital technologist

10 Future-Proof Empathy Professions

1. Clinical counsellor 2. Gerontologist 3. Social worker 4. Client support worker 5. Client or family counsellor 6. Stress management trainer 7. Psychologist 8. Behavioural researcher 9. Communications consultant 10. Energy and climate protection consultant

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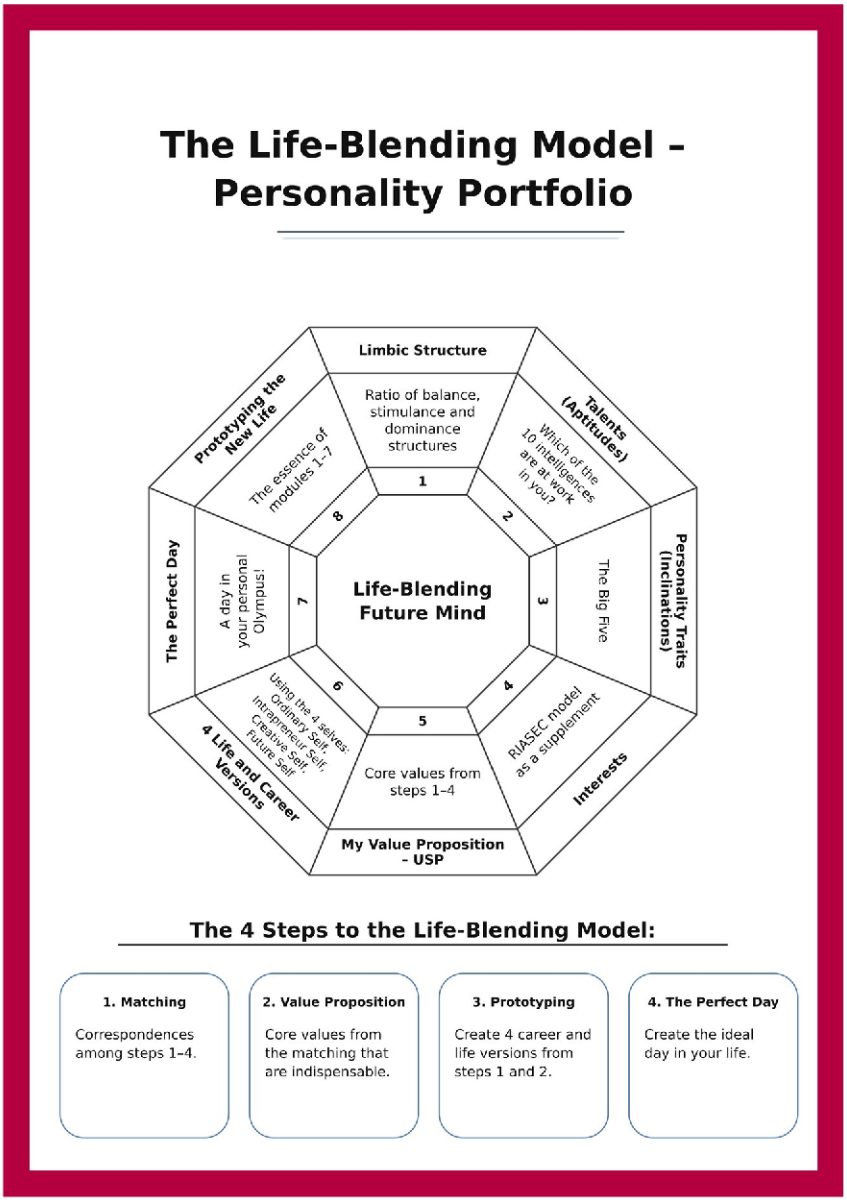
The Life-Blending Model

The model captures in eight modules what sustains a person professionally and, in four steps, brings the results together into a personality portfolio.

The eight modules: limbic structure (ratio of balance, stimulance and dominance structures) – talents (which of the intelligences are at work in you) – personality traits (Big Five) – interests (RIASEC model as a supplement) – core values from steps 1 to 4 – my value proposition (USP) – four life and career versions – The Perfect Day.

The four steps:

1. **Matching** – correspondences among modules 1 to 4.
2. **Value proposition** – the core values from the matching that are indispensable.
3. **Prototyping** – four career and life versions from steps 1 and 2.
4. **The Perfect Day** – the ideal day in your life.



The Life-Blending model with eight modules and the four steps: Matching, Value Proposition, Prototyping and The Perfect Day.

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Frequently Asked Questions

Which occupations are least replaceable by AI? According to the IAB, occupations with a high proportion of interpersonal interaction, therapeutic work and scientifically based advice show the lowest substitutability potential. These include health and healing professions, education and care, and creative and advisory activities.

What is Life-Blending? Life-Blending describes the merging of work and private life into a shared life model. Unlike work-life balance, which separates the two spheres and balances them against each other, Life-Blending seeks a fluid equilibrium based on personal aptitudes and values.

What distinguishes job, career and calling? The job serves solely to earn a living. The career aims at structural or financial advancement and the status that goes with it. The calling – vocation – removes the separation of work and life: the activity becomes part of one's own identity.

How many employees in Germany are emotionally committed to their employer? According to the Gallup Engagement Index Germany 2025, 10 per cent of employees are highly emotionally committed, 77 per cent do the minimum required and 13 per cent have mentally resigned.

How can I find out whether my occupation can be automated? The Job-Futuromat of the Institute for Employment Research (IAB), at job-futuromat.iab.de, shows for around 4,000 occupations what share of core activities can be automated by technology. The tool is expressly not a forecasting instrument, but an aid to orientation.

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Tests Available in Advance as a Download

https://kritzinger.de/en/seminare/karriere-mit-sinn-berufung

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Third-party models used: Limbic® (Nymphenburg Group), Big Five (five-factor model), RIASEC (John L. Holland), theory of multiple intelligences (Howard Gardner, here in an extended version).

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