# NOT IQ

Estimating an Alternative to IQ Tests with the BLS-ONET Framework

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# Contents

# 1 Introduction

## 1.1 Intelligence Quotient (IQ)

[What IQ is]

[Why IQ is important]

## 1.2 Motivation

[Despite the importance of IQ, it is illegal in the US to select job applicants based on IQ scores]

[Therefore, an alternative NOT IQ metric, which yields similar results would be very much useful]

# 2 An Alternative to IQ Tests

## 2.1 The NOT IQ Metric

[introduction to NOT IQ]

### 2.1.1 Proxies for IQ

[Explain Factor Analysis of BLS-ONET data]

[Proxies for IQ = Discernment and Intelligence]

### 2.1.2 NOT IQ Formula

$$\tilde{g} = \overline{g} + \sigma_g \left( \frac{\psi_g - \overline{\Psi}_g}{\sigma_{\Psi_g}} \right)$$

[explain variables]

[Using $\Psi_g$ = Discernment and Intelligence factors, with the usual mean IQ of 100 with standard deviation of 15]

$$\tilde{g} = 100 + 15 \times \left( \frac{\psi_g - 41.1}{14.8} \right)$$

# 3 Results

## 3.1 Distribution of NOT IQ

[The NOT IQ Bell Curve]

## 3.2 Model Precision

### 3.2.1 Benchmarks

[IQ of occupations]

#### 3.2.2 Overall Precision

[Calculate weighted mean of error and percent error]

[Most and least precise estimations]

[Distribution of errors]

### 3.3 Most and Least Intelligent Occupations

[Ridge plot of most and least intelligent occupations]

### 3.4 Impact of NOT IQ on Wages

[regression model]

[scatterplot]

## 4 Conclusion