



Scan to score any career against your signal.

WORK PREFERENCE

# The Independent Production Operator

You build the work and own the call. Real hands, real  
output, all yours.

EQ / IN / MC

CLUSTER · STANCE · WORKFORM



Prepared for Madison Sample · June 16, 2026

YOUR COMPASS COORDINATES

S A8.4A6CA86 E A8.66C84CE ALT RSVD

Enter these coordinates at [Compavra.com/compass](https://Compavra.com/compass) to score any career against your signal.

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|                                                                                                                                                                                     |                                                                                                                                    |                                                                                                                                     |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|
| <b>EQ CLUSTER</b><br><b>Equipment &amp; Production Work</b><br>You run the machines that turn raw stuff into finished goods. Real tools, real output, real things you can point to. | <b>IN STANCE</b><br><b>Independent</b><br>You set your own rules at work. The direction comes from you, not from a boss above you. | <b>MC WORKFORM</b><br><b>Mechanic</b><br>You fix things that broke. Engines, parts, problems. The proof is the thing running again. |
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## Who You Are at Work

### The Independent Production Operator · EQ / IN / MC

You run the machinery and production systems that turn materials into finished work.

You don't sit inside someone else's chain of command. You set your own.

## Your Cluster Blend

You run the machinery and production systems that turn materials into finished work. This is the cluster that covers manufacturing, fabrication, production engineering, and the technician and operator roles that keep the line moving. The work is physical, measured, and unforgiving of inattention. A bad part shows up in the next station and a missed adjustment shows up in the yield report. People who fit here read machines the way some people read faces, and they take pride in output you can count. The careers split between hands-on production roles and the engineering and supervisory roles that surround them. Your list shows you the shape of both.



### YOUR COMPAVRA SIGNAL

Your natural direction.

**EQ / IN / MC**

CLUSTER · STANCE · WORKFORM

Your Compavra Signal reads in three parts. The closer your work matches all three, the more natural it will feel.

## Your Stance

You don't sit inside someone else's chain of command. You set your own. That changes the whole shape of how work fits you.

You're looking at the job and asking who owns the outcome, who carries the risk, and whether the answer to both is going to be you. When it is, you settle in. When it isn't, you start to feel the walls. Independent doesn't mean you can't work on a team or take direction. It means the version of the work that fits you puts authorship on your side of the line. You'll feel it in the careers on your list that let you run your own book, set your own terms, or build the thing you'd otherwise be working inside. Watch for roles that look independent on the org chart but route every real decision back up. Those will wear on you faster than the title suggests.

## Where Your Profile Thrives

This is your list. It's a set of careers shaped by your stance, your cluster blend, and the workforms that fit you across the assessment. The engine pulled them from a registered library of careers that real people actually work, weighted toward the families where your shape lands hardest. Read them as ideas, not as a ranking. The careers on your list aren't ordered from best to worst. They're a menu of specific roles inside the work that fits you. Some you'll recognize. Some you won't. The ones you don't recognize are usually the ones worth looking at twice. Each career carries a short line underneath explaining why it surfaced for you. Those lines reference the signals from your assessment that pointed the engine in this direction. You can use them as a way to read the list back to yourself: 'this surfaced because of x, and that matches how I actually think about work.' If a career on this list reads obviously wrong to you, trust that. Your read of yourself is a real signal too. The list is a starting point, not a verdict. What it gives you is the shape of where the work that fits you lives. The specific career you take is yours to choose.

Your top workform from the assessment is Mechanic. The careers below include direct Mechanic matches and adjacent workforms surfaced by your cluster blend. The line under each career tells you which kind it is.

A small  compass icon badge appears next to some careers below. The badge marks careers where the dataset recognizes ownership as a viable stance variant: solo practice, independent shop, or small business. It is a property of the field, not a claim about the specific role on the line.



## Equipment & Production Work

The work that fits you hardest.

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### Welder (Manufacturing)

Joining metal components through high-skill, physical, precision-sensitive production work.

#### PAY

\$46,800 to  
\$63,000

#### TRAINING AND EDUCATION

High school diploma or  
equivalent

Experience: None

Training: Moderate-term  
on-the-job training

### Fabricator

Cutting, bending, and assembling materials through hands-on production and build-focused execution.

#### PAY

\$46,800 to  
\$63,000

#### TRAINING AND EDUCATION

High school diploma or  
equivalent

Experience: None

Training: Moderate-term  
on-the-job training

### Food Production Worker

Processing food products through steady production work under strong safety and quality requirements.

#### PAY

\$36,000 to  
\$49,000

#### TRAINING AND EDUCATION

High school diploma or  
equivalent

Experience: None

Training: Moderate-term  
on-the-job training

### Textile Production Worker

Producing fabric and textile outputs through steady, repeatable, machine-based production work.

#### PAY

\$36,000 to  
\$49,000

#### TRAINING AND EDUCATION

High school diploma or  
equivalent

Experience: None

Training: Moderate-term  
on-the-job training

### Water Treatment Plant Operator

Operating water systems through governed technical plant control with exact standards and episodic high-pressure response periods.

#### PAY

\$48,000 to  
\$74,800

#### TRAINING AND EDUCATION

High school diploma or  
equivalent

Experience: None

Training: Long-term on-the-job  
training

**Aerospace Production Worker**

Producing aerospace components through tightly controlled, high-consequence, precision-critical manufacturing work.

**PAY**

\$37,400 to  
\$51,200

**TRAINING AND  
EDUCATION**

High school diploma or  
equivalent

Experience: None

Training: Moderate-term  
on-the-job training

**Textile Production Specialist**

Designing and producing textile materials through steady, tangible, technically informed work.

**PAY**

\$58,600 to  
\$91,700

**TRAINING AND  
EDUCATION**

High school diploma or  
equivalent

Experience: Less than 5 years

Training: None

**Electronics Manufacturing Technician**

Assembling and testing electronic components through structured, exacting production work.

**PAY**

\$60,300 to  
\$98,700

**TRAINING AND  
EDUCATION**

High school diploma or  
equivalent

Experience: None

Training: Moderate-term  
on-the-job training

**Assembly Worker**

Putting together products on standardized lines through structured, repetitive production work.

**PAY**

\$37,400 to  
\$51,200

**TRAINING AND  
EDUCATION**

High school diploma or  
equivalent

Experience: None

Training: Moderate-term  
on-the-job training

**Automotive Production Worker**

Building vehicles and components through steady, process-driven, high-output manufacturing work.

**PAY**

\$37,400 to  
\$51,200

**TRAINING AND  
EDUCATION**

High school diploma or  
equivalent

Experience: None

Training: Moderate-term  
on-the-job training

**Chemical Plant Operator**

Producing chemical compounds through controlled, accuracy-sensitive industrial process work.

**PAY**

\$60,300 to  
\$98,700

**TRAINING AND  
EDUCATION**

High school diploma or  
equivalent

Experience: None

Training: Moderate-term  
on-the-job training

## ✕ Skilled Trades & Handwork

Adjacent territory you should know about.

|                                                                                                                                                                                                                                                                                   |                                     |                                                                                                                                       |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|
| <b>Aircraft Mechanic</b> <br>Strictly governed aviation maintenance work with extreme exactness, maximum consequence, and structured procedural execution.                                       | <b>PAY</b><br>\$62,600 to \$99,100  | <b>TRAINING AND EDUCATION</b><br>Postsecondary nondegree award<br>Experience: None<br>Training: None                                  |
| <b>Elevator Mechanic</b> <br>Strictly governed vertical-transport maintenance work with maximum consequence, extreme exactness, and structured procedural control.                               | <b>PAY</b><br>\$79,300 to \$135,700 | <b>TRAINING AND EDUCATION</b><br>High school diploma or equivalent<br>Experience: None<br>Training: Apprenticeship                    |
| <b>Boiler Mechanic</b> <br>Pressure-system maintenance work with high exactness, elevated consequence, and controlled structured execution.                                                      | <b>PAY</b><br>\$64,800 to \$95,400  | <b>TRAINING AND EDUCATION</b><br>High school diploma or equivalent<br>Experience: None<br>Training: Apprenticeship                    |
| <b>Hazmat Technician</b> <br>Supervised hazardous material cleanup and decontamination under strict EPA and OSHA protocol oversight with surge-activated site deployment and high consequence. | <b>PAY</b><br>\$37,800 to \$50,000  | <b>TRAINING AND EDUCATION</b><br>High school diploma or equivalent<br>Experience: None<br>Training: Moderate-term on-the-job training |
| <b>Industrial Maintenance Mechanic</b> <br>Plant and machinery maintenance work with strong technical accuracy, elevated operational consequence, and structured troubleshooting flow.         | <b>PAY</b><br>\$55,000 to \$78,800  | <b>TRAINING AND EDUCATION</b><br>High school diploma or equivalent<br>Experience: None<br>Training: Long-term on-the-job training     |
| <b>Millwright</b> <br>Heavy industrial machine alignment and maintenance work with high physical intensity, high cognitive demand, and strong exactness requirements.                          | <b>PAY</b><br>\$56,400 to \$81,500  | <b>TRAINING AND EDUCATION</b><br>High school diploma or equivalent<br>Experience: None<br>Training: Apprenticeship                    |

**CNC Operator** 🛠️

Programming and running CNC machines through precise, structured, tolerance-driven production work.

**PAY**

\$44,900 to  
\$61,800

**TRAINING AND  
EDUCATION**

High school diploma or  
equivalent

Experience: None

Training: Moderate-term  
on-the-job training

**Diesel Mechanic** 🛠️

Heavy-duty engine and system repair work with strong diagnostic precision, high physical demand, and elevated consequence.

**PAY**

\$50,500 to  
\$75,500

**TRAINING AND  
EDUCATION**

High school diploma or  
equivalent

Experience: None

Training: Long-term on-the-job  
training

**Equipment Repair Technician** 🛠️

Hands-on equipment repair work with strong physical demand, high exactness, and moderate service variability.

**PAY**

\$40,800 to  
\$62,600

**TRAINING AND  
EDUCATION**

High school diploma or  
equivalent

Experience: None

Training: Short-term on-the-job  
training

**Commercial Laundry Worker** 🛠️

High-volume machine loading, unloading, and folding to exact standards with supervisor oversight.

**PAY**

\$60,000 to  
\$88,700

**TRAINING AND  
EDUCATION**

Postsecondary nondegree  
award

Experience: None

Training: Long-term on-the-job  
training

**Heavy Equipment Mechanic** 🛠️

Heavy machinery repair work with high physical demand, strong diagnostic precision, and elevated operational consequence.

**PAY**

\$57,000 to  
\$79,300

**TRAINING AND  
EDUCATION**

High school diploma or  
equivalent

Experience: None

Training: Long-term on-the-job  
training

**Machinist** 🛠️

Shaping materials to precise tolerances through exacting, hands-on machine operation.

**PAY**

\$47,600 to  
\$67,700

**TRAINING AND  
EDUCATION**

High school diploma or  
equivalent

Experience: None

Training: Long-term on-the-job  
training



## Public Safety & First Response

Adjacent territory you should know about.

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### EOD Technician

Hazardous ordnance identification and neutralization under strict military or law enforcement protocols with maximum consequence and surge-activated deployment.

#### PAY

\$35,400 to  
\$54,900

#### TRAINING AND EDUCATION

High school diploma or  
equivalent

Experience: None

Training: Short-term on-the-job  
training

### Nuclear Power Plant Operator (Non-Licensed)

Supervised reactor support operations under licensed operator and NRC protocol authority with maximum consequence, shift structure, and surge-driven emergency response.

#### PAY

\$79,700 to  
\$119,100

#### TRAINING AND EDUCATION

High school diploma or  
equivalent

Experience: None

Training: Long-term on-the-job  
training

### Nuclear Reactor Operator

NRC-licensed reactor operations under absolute procedural control with maximum consequence, shift-based structure, and moderate team coordination.

#### PAY

\$109,400 to  
\$130,500

#### TRAINING AND EDUCATION

High school diploma or  
equivalent

Experience: None

Training: Long-term on-the-job  
training

### SWAT Officer

High-stakes tactical response and team operations under extreme consequence and live surge conditions.

#### PAY

\$59,300 to  
\$97,600

#### TRAINING AND EDUCATION

High school diploma or  
equivalent

Experience: None

Training: Moderate-term  
on-the-job training

### Search and Rescue Team Member

Sudden mission activation with terrain, weather, and victim variables creating total daily unpredictability.

#### PAY

\$35,400 to  
\$54,900

#### TRAINING AND EDUCATION

High school diploma or  
equivalent

Experience: None

Training: Short-term on-the-job  
training

**Structural Firefighter**

Station-based structural firefighting under incident commander authority with strict ICS protocols, maximum consequence, and surge-activated emergency response.

**PAY**

\$44,500 to  
\$77,200

**TRAINING AND  
EDUCATION**

Postsecondary nondegree  
award

Experience: None

Training: Long-term on-the-job  
training

**Explosive Detection K9 Handler**

Supervised explosive detection sweep operations under law enforcement or military command with strict protocols, high consequence, and surge-activated deployment.

**PAY**

\$35,400 to  
\$54,900

**TRAINING AND  
EDUCATION**

High school diploma or  
equivalent

Experience: None

Training: Short-term on-the-job  
training

**K9 Handler**

Canine-supported field enforcement and detection work with high physical engagement and operational consequence.

**PAY**

\$35,400 to  
\$54,900

**TRAINING AND  
EDUCATION**

High school diploma or  
equivalent

Experience: None

Training: Short-term on-the-job  
training

**Mine Rescue Technician**

Emergency mine rescue operations under MSHA protocols with maximum consequence, surge-activated deployment, and exact procedural execution in hazardous environments.

**PAY**

\$44,500 to  
\$77,200

**TRAINING AND  
EDUCATION**

Postsecondary nondegree  
award

Experience: None

Training: Long-term on-the-job  
training

**Wildland Firefighter**

Deployment-driven work with sudden wind shifts, fire behavior changes, and no stable daily baseline.

**PAY**

\$44,500 to  
\$77,200

**TRAINING AND  
EDUCATION**

Postsecondary nondegree  
award

Experience: None

Training: Long-term on-the-job  
training

**CBRN Defense Specialist**

Chemical, biological, radiological, and nuclear threat detection and response under strict military protocols with maximum consequence and surge-driven activation.

**PAY**

\$35,400 to  
\$54,900

**TRAINING AND  
EDUCATION**

High school diploma or  
equivalent

Experience: None

Training: Short-term on-the-job  
training

**About the pay data**

These pay ranges are national 25th-to-75th percentile, sourced from the Bureau of Labor Statistics OES wage survey, May 2025. Local pay varies significantly. A career that pays \$55,000 nationally may pay \$42,000 in lower-cost regions and \$68,000 in higher-cost regions for the same work. The numbers are most useful for comparing career paths to each other, not for predicting an individual paycheck. A reader weighing two careers can trust that the relative spread between them holds up across regions, even when the absolute numbers shift.

#### **About the education data**

These education categories are sourced from the Bureau of Labor Statistics Employment Projections, 2024 release, and describe the typical entry path for each occupation. Most records carry direct or proxy BLS categorizations; a small number are characterized from founder direct expertise where no BLS match exists, and two records carry no education path because the work varies too widely to characterize. The categories describe a pattern, not a requirement. Many people enter the same work through different routes than the typical path. The data is most useful for comparing fields to each other, not for predicting whether a specific reader can or cannot do the work.

# The Compass

## YOUR COORDINATES

S A8.4A6CA86 E A8.66C84CE ALT RSVD

Most career assessment websites give you a list of jobs and forget you.  
Your Compass keeps working for you, for as long as you need it.

### How it works

1. Your coordinates are printed above, and on your cover. They are your signal, and they do not expire.
2. Go to [compavra.com/compass](https://compavra.com/compass) and choose the Preference view.
3. Enter your coordinates, name any career, and answer a few quick questions about it. The Compass weighs your coordinates against your answers and tells you whether the career fits how you are built, and why.

Bring the Compass to any career, any time.

### Where to go next

#### THE COMPAVRA COMPASS

Environment

Preference

Both

Enter your compass coordinates

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Continue

## How to Use This Report

This report isn't a verdict. It's a starting point built from twenty minutes of your time and a careful read of the data you provided. The careers on your list are real careers worked by real people, and any one of them could be where you land. None of them have to be. What this report gives you is a map of where the work that fits you lives. What you do with it is yours to decide. Some people read this, sit with it for a week, and then make a move. Others take it slower. Both are correct. The next step is the one you take when you're ready.

Your digital companion is on the website at [Compavra.com](https://Compavra.com). Go there when you have time tonight, or when you next pick up the report and want to dig deeper. On the website you will find the Compass. Pick the Preference pill and type in your signal. The Compass will ask you to think of a job and score it. The website Compass uses more questions than the paper Compass in this report, so the read it gives you is stronger. You can score any job you want, as many times as you want. The paper Compass is for fast checks. The website companion is for the jobs you want to be careful about. Use both. The more you score, the better Compavra gets at helping you.

This is your assessment. Use it well.