In Figure 10-4, the four data sets are presented together, using the combined model. The similarities across the groups are very obvious. Barely half of the occupations in a week are experienced as low-challenging occupations that do not require maximum skills (calming). A good half of the occupations in a week are challenging and half of those can be matched with areas of high skill (flowing). One of every four occupations is experienced as being too challenging to be achieved with existing skills (exacting).

In addressing the balance or imbalance of experiences, it seems that people need to experience occupations that balance challenges with skills as well as occupations with challenges that are too high or too low in relation to skills. Challenging occupations can be intrinsically rewarding or self-rewarding (Csikszentmihalyi, 1975, 1997b), and when met by high skills, people experience flow and competence. But functioning at maximum skill levels requires significant energy, so...