

72

/ 100 · Resilient

Personal resilience report

Software Developers

Prepared June 01, 2026

Strong position — your role blends technical delivery with judgment-heavy work. Sustain momentum by deepening cloud architecture skills and documenting AI-assisted workflows.

Dimension	Score
Automation Shield	82
Human Leverage	74
Adaptability	68
Skill Currency	71
Industry Demand	74
Geographic Resilience	65
Learning Velocity	72
Leadership	68
Tool Adoption Readiness	75

CRS SCORE

72

RISK BAND

Resilient

36-MONTH CRS

76

OUTLOOK

Improving

Overall resiliency index	Current positioning	Improving	Your highest-exposure duties are routine reporting, data checks, and scheduling — they carry moderate automation risk. AI adoption in your industry is steady. Because you learn weekly, that helps cushion the pressure.
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Welcome

This report is your personalised Career Resiliency Score for **Software Developers**. It summarises how AI and labour-market shifts may affect your role, where you are strongest, and the highest-impact actions to protect and grow your career. Generated June 01, 2026.

How to use this report

Start with the executive summary, review your resilience profile and skill gaps, then work through the ranked action plan. The methodology appendix documents every data source and formula weight.

Legal notice

This document is an informational career resilience guide — not financial, legal, or employment advice, and not a guarantee of job security or compensation outcomes. Scores are model-based estimates using O*NET occupational data, market intelligence, and your self-reported inputs. See tmryou.com/legal for full disclaimers and data attributions.

#	Action	Category	Impact	Timeline
1	Complete AWS Solutions Architect Associate certification	Skill Gap	+3.5 CRS	8-12 weeks
2	Document 3 AI-assisted workflows you own end-to-end	Tool Adoption	+2.0 CRS	2-4 weeks
3	Lead a cross-team design review monthly	Behavior	+1.5 CRS	4-8 weeks

How to read this report

Each section uses the same table layout: metrics in three columns (Metric · Value · Notes), charts on their own row, and numbered section headers. Start with the executive summary, then work through skill gaps and the action plan.

Section	Topic	What you will find
01	Executive summary	Score, risk band, trajectory, and top actions
02	Your profile	Assessment inputs that shaped this report
03	How your score is built	Weighted dimensions and contributions
04	Profile boosts & signals	Behavioural adjustments to your CRS
05	Resilience profile	Six-axis durability assessment
06	Projected trajectory	18- and 36-month forward view
07	Skill gaps	Highest-impact skills to acquire
08	7 / 30 / 60-day roadmap	Phased plan and ranked actions
09	Career path options	Adjacent roles from the occupational graph
10	Trust & methodology	Data provenance, formula, and limitations

Confidential career guidance

Generated exclusively from your assessment inputs. Informational only — not employment, legal, or financial advice.

SECTION 01 · Executive summary

Your headline score, outlook, and priorities

CRS SCORE

72

Overall career resiliency

RISK BAND

Resilient

Current positioning

36-MONTH

76

Improving

OUTLOOK

Improving

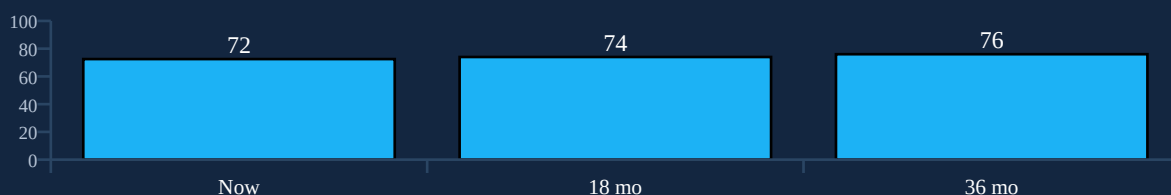
Your highest-exposure duties are routine reporting, data checks, and scheduling — they carry moderate automation risk. AI adoption in your industry is steady. Because you learn weekly, that helps cushion the pressure.

72**Your CRS headline**

Strong position — your role blends technical delivery with judgment-heavy work. Sustain momentum by deepening cloud architecture skills and documenting AI-assisted workflows.

71%**AI positioning · exposure 66% · Ai Augmented**

You are ahead of 68% of typical practitioners. AI amplifies you. A large share of your tasks is AI-exposed, but you are well positioned to turn that exposure into leverage. AI is a force multiplier for your work, not a substitute — the priority is to compound that advantage.

Forward view shows CRS at 74 (18 mo) and 76 (36 mo)

Scale fixed 0–100 for comparability. Net change by month 36: +4 pts. Your highest-exposure duties are routine reporting, data checks, and scheduling — they carry moderate automation risk. AI adoption in your industry is steady. Because you learn weekly, that helps cushion the pressure.



+3.5

Top action · #1
Complete AWS Solutions Architect Associate certification (8-12 weeks)

SECTION 02 · Your profile

Assessment inputs that shaped this report

Field	Value
Role entered	Senior Software Engineer
Matched occupation	Software Developers
Industry	Software & Technology
Seniority	Senior
Experience	8 years
AI usage	High
Learning	Weekly
Collaboration	Medium
Skills	Python, TypeScript, System design, SQL
Tools	GitHub Copilot, AWS, Docker, PostgreSQL

Field	Value
Responsibility 1	Design and ship APIs for customer-facing products
Responsibility 2	Lead code reviews and mentor junior engineers
Responsibility 3	Partner with product on technical roadmaps

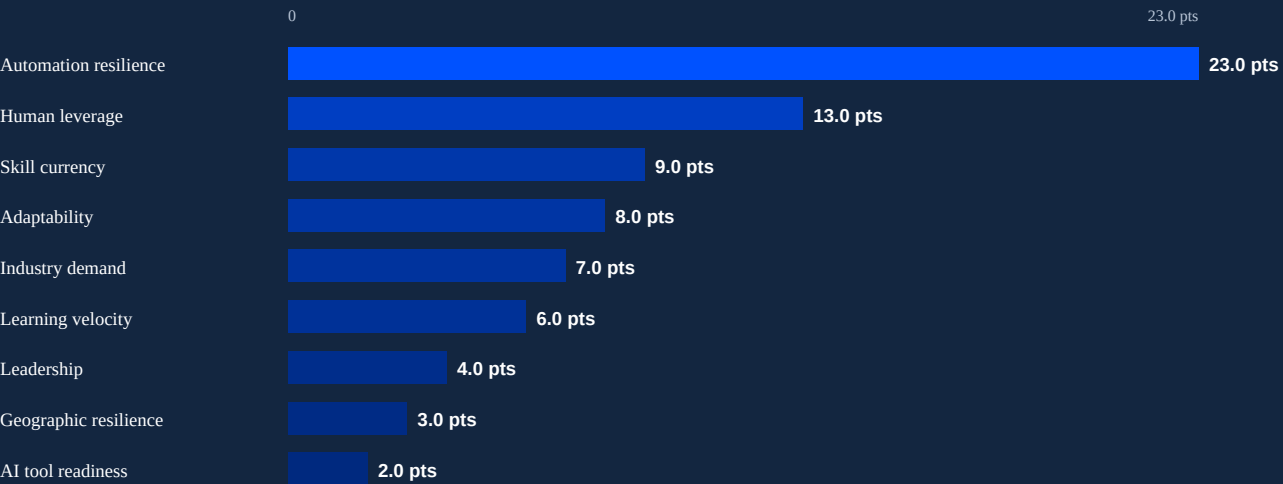
SECTION 03 · How your score is built

Weighted dimensions and contributions

Overview

Your Career Resiliency Score reflects nine weighted dimensions drawn from occupational research and your profile. The chart below shows how much each dimension contributed to your overall score — not raw percentages of your job, but the weighted influence on your final result.

Automation resilience is the largest contributor (23.0 pts)

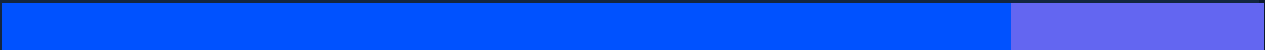


Bars show weighted CRS points per dimension; longer bar = greater influence on your score.

Dimension	Contribution	Notes
Automation resilience	23.0 pts	Weighted CRS contribution
Human leverage	13.0 pts	Weighted CRS contribution
Skill currency	9.0 pts	Weighted CRS contribution
Adaptability	8.0 pts	Weighted CRS contribution
Industry demand	7.0 pts	Weighted CRS contribution

Dimension	Contribution	Notes
Learning velocity	6.0 pts	Weighted CRS contribution
Leadership	4.0 pts	Weighted CRS contribution
Geographic resilience	3.0 pts	Weighted CRS contribution
AI tool readiness	2.0 pts	Weighted CRS contribution

Score blend



Core profile (80%)

Behavioural (20%)

Your final score combines two layers: the weighted profile score (about 80% of the result) and a behavioural adjustment layer (about 20%) that captures boosts and caution signals from your answers. This keeps the score grounded in occupational data while still reflecting how you actually work. For your assessment, the core profile layer scored 68.0/100 before weighting, and the behavioural adjustment layer sat at 62.0/100 — combined as 80% profile + 20% adjustments to produce your final CRS of 72.

SECTION 04 · Profile boosts & signals

Behavioural adjustments to your CRS

Overview

Beyond the nine core dimensions, we apply profile-based adjustments — both positive boosts (e.g. leadership, learning, AI fluency) and caution flags (e.g. highly repetitive work). These reflect patterns linked to career durability in labour-market research.

Signal	Type	Effect
AI fluency from your usage level	Boost	+0.07
Active learning habits	Boost	+0.08
Collaboration	Boost	+0.04

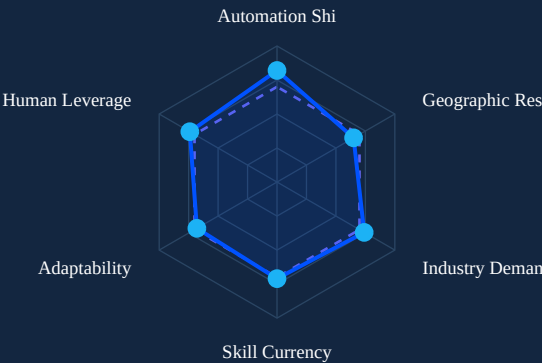
Blend summary

Your final score combines two layers: the weighted profile score (about 80% of the result) and a behavioural adjustment layer (about 20%) that captures boosts and caution signals from your answers. This keeps the score grounded in occupational data while still reflecting how you actually work. For your assessment, the core profile layer scored 68.0/100 before weighting, and the behavioural adjustment layer sat at 62.0/100 — combined as 80% profile + 20% adjustments to produce your final CRS of 72.

SECTION 05 · Resilience profile

Six-axis durability assessment

Strongest axis: Automation Shield (82); greatest gap: Geographic Resilience (65)



Benchmark 70

Dashed ring = 70 benchmark. Values are 0–100 per resilience lens.

Axis	Score	Interpretation
Automation Shield	82 / 100	Strong protection from automation — judgment-heavy design and review work outweigh routine coding exposure. [Frey & Osborne 2013; Felten et al. 2023]
Human Leverage	74 / 100	Solid collaboration and stakeholder work; room to grow executive communication. [WEF Future of Jobs 2025]
Adaptability	68 / 100	Adaptability is solid (68/100) — you learn new tools at a healthy pace. [MIT Work of the Future (Autor et al.)]
Skill Currency	71 / 100	Core stack is current; cloud-native depth would raise resilience further. [ESCO skill-gap methodology; Lightcast]
Industry Demand	74 / 100	Occupation demand remains strong in your geography and sector. [WEF FoJ 2025; BLS EP 2024-34]

Geographic Resilience	65 / 100	Moderate regional optionality — remote-capable skills widen your market. [OECD; Nedelkoska & Quintini 2018]
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Strengths and risks

Top strengths

Strength	Score	Interpretation
Automation Shield	82	Strong protection from automation — judgment-heavy design and review work outweigh routine coding exposure.
Human Leverage	74	Solid collaboration and stakeholder work; room to grow executive communication.
Industry Demand	74	Occupation demand remains strong in your geography and sector.

Top risks

Risk area	Score	Interpretation
Geographic Resilience	65	Moderate regional optionality — remote-capable skills widen your market.
Adaptability	68	Adaptability is solid (68/100) — you learn new tools at a healthy pace.
Skill Currency	71	Core stack is current; cloud-native depth would raise resilience further.

SECTION 06 · Projected trajectory

18- and 36-month forward view

NOW

72

Projected CRS

18 MONTHS

74

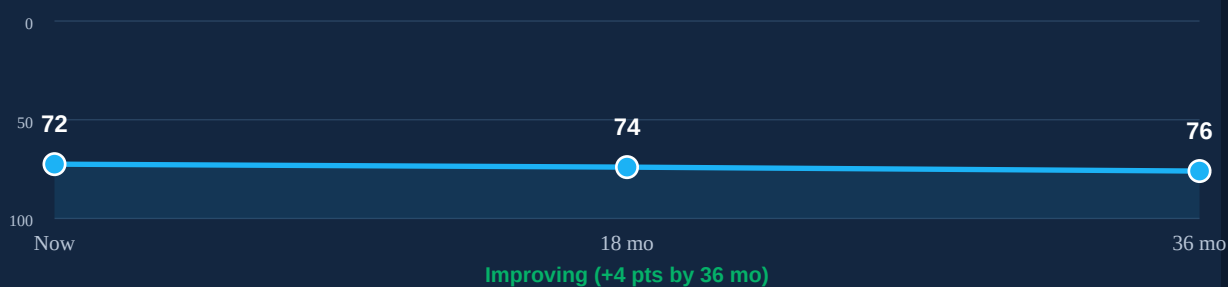
Projected CRS

36 MONTHS

76

Projected CRS

CRS is improving: 72 now → 76 at 36 months (+4 pts)



Driver: Your highest-exposure duties are routine reporting, data checks, and scheduling — they carry moderate automation risk. AI adoption in your industry is steady. Because you learn weekly, that helps cushion the pressure. · Source: WEF + internal graph projections

Improving

Key driver

Your highest-exposure duties are routine reporting, data checks, and scheduling — they carry moderate automation risk. AI adoption in your industry is steady. Because you learn weekly, that helps cushion the pressure.

SECTION 07 · Top skill gaps

Highest-impact skills to acquire

Overview

Top gap: Cloud architecture (+3.5 CRS if acquired) Green bars show relative impact. 8 weeks estimated to proficiency for the lead skill.

Skill	Priority	Time	Impact	Relative impact
Cloud architecture	Critical	8 wks	+3.5	
MLOps & model evaluation	Standard	6 wks	+2.1	
Technical leadership	Standard	12 wks	+1.8	

Priority technologies for your occupation

In-demand tools you have not listed (O*NET / market data): Kubernetes, Terraform, React, GraphQL, PostgreSQL, Docker

SECTION 08 · Your 7 / 30 / 60-day roadmap

Phased plan and ranked actions

Overview

Your roadmap groups the highest-impact moves into three time horizons — quick wins in the first week, skill-building over 30 days, and strategic repositioning by day 60. Each horizon links to ranked actions below with estimated CRS lift.

Horizon	Focus	Objectives	CRS lift
7 days	Quick wins — establish momentum this week · Software Developers	• Document 3 AI-assisted workflows you own end-to-end	+2.0
30 days	Build skill currency and close priority gaps · Software Developers	• Complete AWS Solutions Architect Associate certification • Lead a cross-team design review monthly • Ship one internal tool using your top growth skill	+6.2
60 days	Strategic moves for long-horizon resilience · Software Developers	• Map your role to adjacent paths in the occupational graph	+0.8

Ranked actions

Five ranked interventions mapped to your 7-, 30-, and 60-day horizons. Each item includes a phased implementation path, curated resources, and citations to the occupational and labour-market research that informed the recommendation. These are strategic guidance — not guarantees of employment or compensation outcomes.

#	Action	Category	Impact	Timeline
1	Complete AWS Solutions Architect Associate certification	Skill Gap	+3.5 CRS	8-12 weeks

#	Action	Category	Impact	Timeline
2	Document 3 AI-assisted workflows you own end-to-end	Tool Adoption	+2.0 CRS	2-4 weeks
3	Lead a cross-team design review monthly	Behavior	+1.5 CRS	4-8 weeks
4	Ship one internal tool using your top growth skill	Skill Gap	+1.2 CRS	30 days
5	Map your role to adjacent paths in the occupational graph	Career Move	+0.8 CRS	60 days

Field	Value
Action	Complete AWS Solutions Architect Associate certification
Category	Skill Gap
Horizon	30-day
Expected impact	+3.5 CRS
Timeline	8-12 weeks
Why it matters	Cloud architecture is a critical skill gap for your role. Certification signals proficiency to employers and closes the highest-weighted skill deficit.
Evidence	Software Developers: critical cloud architecture gap · high CRS impact
Implementation	1. Audit current AWS usage against SAA-C03 exam guide domains 2. Complete hands-on labs for VPC, IAM, and high-availability patterns 3. Schedule the exam within 10 weeks of starting prep
Resources	AWS Solutions Architect Associate — https://aws.amazon.com/certification/certified-solutions-architect-associate/

Citations	• WEF Future of Jobs 2025 • O*NET Skills — Software Developers
Success metric	Pass SAA-C03 and deploy one production workload using IaC

Field	Value
Action	Document 3 AI-assisted workflows you own end-to-end
Category	Tool Adoption
Horizon	7-day
Expected impact	+2.0 CRS
Timeline	2-4 weeks
Why it matters	Demonstrating AI-augmented judgment work differentiates you from commodity coding tasks increasingly handled by automation.
Evidence	Software Developers: raises human leverage vs. commodity automation
Implementation	1. Select three recurring workflows (code review, test generation, docs) 2. Record before/after time savings and quality metrics 3. Share internally as a playbook for your team
Citations	• Felten et al. (2023) • MIT Work of the Future
Success metric	Three documented workflows with measurable time savings

Field	Value
Action	Lead a cross-team design review monthly
Category	Behavior
Horizon	30-day

Expected impact	+1.5 CRS
Timeline	4-8 weeks
Why it matters	Design review leadership builds human-leverage signals that protect against task-level automation exposure.
Evidence	Software Developers: stakeholder judgment tasks are automation-resistant
Implementation	1. Partner with product to identify one cross-team initiative 2. Establish a monthly 60-minute architecture review cadence 3. Document decisions and trade-offs for institutional knowledge
Citations	• WEF Future of Jobs 2025 • O*NET Work Activities
Success metric	Monthly review cadence established for 3 consecutive months

Field	Value
Action	Ship one internal tool using your top growth skill
Category	Skill Gap
Horizon	30-day
Expected impact	+1.2 CRS
Timeline	30 days
Why it matters	Applied projects convert learning into demonstrable skill currency faster than coursework alone.
Evidence	Software Developers: applied learning beats passive courses
Implementation	1. Pick the highest-impact skill from your gap analysis 2. Scope a 2-week MVP that solves a real team pain point 3. Deploy to production and measure adoption

Citations	• O*NET Skills & Knowledge • ESCO skill demand signals
Success metric	One shipped internal tool with documented adoption

Field	Value
Action	Map your role to adjacent paths in the occupational graph
Category	Career Move
Horizon	60-day
Expected impact	+0.8 CRS
Timeline	60 days
Why it matters	Understanding adjacent career paths increases transition optionality — a core resilience dimension in volatile labour markets.
Evidence	Software Developers: optionality reduces single-path risk
Implementation	1. Review the career path options in this report 2. Identify two roles with 60%+ skill overlap 3. Schedule informational conversations with practitioners in each path
Citations	• WEF Future of Jobs 2025 • Tomorrow You occupational graph
Success metric	Two informational interviews completed with path notes

SECTION 09 · Career path options

Adjacent roles from the occupational graph

Role	Difficulty	Timeline	Overlap	Projected CRS
Cloud Solutions Architect	Medium	9 mo	71%	79
Machine Learning Engineer	Medium	12 mo	64%	76

Field	Value
Skills · Cloud Solutions Architect	AWS Solutions Architect, Infrastructure as code, Cost optimization
Evidence	Graph adjacency + ESCO skill overlap

Field	Value
Skills · Machine Learning Engineer	Model deployment, Feature pipelines, Evaluation frameworks
Evidence	Skill gap analysis + demand velocity

SECTION 10 · Trust & methodology

Provenance, formula, and limitations

Overview

Tomorrow You is built for transparency. Your CRS is computed by a deterministic scoring engine using O*NET occupational data, ESCO skill taxonomy, and peer-reviewed automation and labour-market research. This section documents data provenance, formula weights, research citations, and the limits of model-based career guidance.

Field	Value
Occupation match	exact (100%)
O*NET tasks	42
Market skills	15
Industry confidence	100%

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Dataset	Version	Notes
O*NET	25.0	973 records · 2026-06-01

Scoring formula

Your Career Resiliency Score combines nine weighted components — automation exposure, human leverage, adaptability, skill currency, industry demand, learning velocity, leadership, geographic resilience, and tool adoption readiness — using versioned weights in `crs.v2.yaml`. Behavioural modifiers adjust for AI fluency, learning rhythm, and collaboration patterns.

Dimension	Contribution	Notes
Automation shield (inverse exposure)	23.0 pts	Weighted
Human leverage	13.0 pts	Weighted
Adaptability	8.0 pts	Weighted
Skill currency	9.0 pts	Weighted

Field	Value
Source	O*NET 25.0 occupations and tasks
Source	ESCO skills and demand signals
Source	Tomorrow You occupational graph (crs.nano)

Field	Value
World Economic Forum — Future of Jobs Report 2025	Labor-market demand and reskilling horizons
MIT Work of the Future — Task-level automation research	Automation exposure framing

Field	Value
Note 1	Sample report uses illustrative inputs — your score will reflect your actual answers.
Note 2	Scores are deterministic for a given assessment payload and formula version.

O*NET

This product includes information from O*NET Web Services.

AI role

Narrative action priorities and recommendations — not the numeric score.

Formula crs.v2 · Generated 2026-06-01 12:00 UTC