

The following data is intended to provide information on some basic dimensions of personality. This information should be viewed as only one source of information that may be helpful in generating hypotheses about the person being evaluated. No decisions should be based solely on this information but it should be integrated with other sources such as personal interviews and references. The data is confidential and should be used by qualified professionals and should not be released.

TraitSet® Report for Roger Topgun

Upper

Box indicates TOTAL SCORE as Upper/Middle/Lower that includes both positive & negative "trait" scores.

OVERALL - Work Ethic/Integrity = 88%

PERCENTILE SCORE is a complex calculation of the weighted TraitSet® "trait" scores. It is NOT an average of the "trait scores." 50 is the middle. Top half is above 50.

TraitSet®	Scores (%)
Conscientious	75
Achievement	90
Organized	90
Integrity	80
Work Ethic/Duty	80
Withholding	1
Manipulative	45
Anchor Cherry Picking	21

These "traits" in combination predict the desired BEHAVIOR measured in this assessment. 50 is the middle. Top half is above 50. Bottom half is below 50. Higher scores on these "traits" are better.

Red scores measure negative "traits." The range of desirable Red scores goes up to 85; Middle scores up to 90. Lower Red scores are better.

The score for each individual "trait" is provided in words.

Negative Scores are RED (Lower = Better)

NOTE: Moderate scores may not trigger questions

Descriptions of the predicted behavior and suggested Interview Questions. People with different scores receive a different description and different interview question as these change to fit the individual

TraitSet® Score	Description/Suggested Interview
Withholding - Very Low	Person is very willing to give honest opinions Question: Give me an example of when you were so honest, that it got you into trouble.
Conscientious - Very High	Person is almost rigid in their desire to meet their commitments Question: Has anyone said you are a workaholic? Why do they say that?
Achievement - Very	They are highly driven to excel or achieve (no comment on integrity of

High	<p>approach).</p> <p>Question: What are the limits that you won't go beyond to be successful or make the sale?</p>
Organized - Very High	<p>They are extremely organized and will find it hard to work in unstructured settings.</p> <p>Question: Once you start a task is it hard to shift priorities? How do you handle that shift?</p>
Manipulative - Average	<p>They are no more forthright or manipulative than anyone else.</p> <p>Question: NONE.</p>
Integrity - Very High	<p>Integrity is so important, they most likely will disclose the weaknesses of others.</p> <p>Question: When has your personal sense of integrity got you into trouble?</p>
Work Ethic - Very High	<p>A very significant sense of duty where work is very important to the person.</p> <p>Question: Give me an example of when a boss felt you were too rigid about getting your work done.</p>

Click here to see descriptions of the "traits" measured in this assessment.

Click below to view Definitions:

→ [TraitSet® Definitions](#)