

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 Sally Superstar

Upper

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

OVERALL – Customer Service = 87%

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.

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.

| TraitSet®                   | Scores<br>(%) |
|-----------------------------|---------------|
| Warmth                      | 86            |
| Extravert                   | 84            |
| Agreeable                   | 87            |
| Friendliness                | 72            |
| Relating Dynamic            | 74            |
| Self-Conscious              | 37            |
| Self-Sufficient             | 18            |
| Anchor Cherry Picking (ACP) | 17            |

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

| TraitSet®             | Description/Suggested Interview Questions  |
|-----------------------|--|
| Warmth - Very High    | Person has too much of an interest in others (naive).<br><b>Question:</b> How do you control your tendency to be overly supportive and nice? |
| Extravert - Very High | The person is extremely extraverted, likes to work with others (too social).   |

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 results.

|                             |   |
|-----------------------------|---|
|                             | <p><b>Question:</b> Does your strong interest in others prevent you from getting your work done?</p>  |
| Agreeable - Very High       | <p>Person goes out of their way to agree with others and avoid difficulty.</p> <p><b>Question:</b> Have others referred to you as being political or very into pleasing? Why is this so?</p>      |
| Friendly - High             | <p>Making friends and contacting others may be a major preoccupation for this person.</p> <p><b>Question:</b> If you were forced to take a tougher stand with a customer, could you do it?</p>    |
| Self-conscious - Low        | <p>Person may not appreciate their stimulus value to others.</p> <p><b>Question:</b> How do you know what social impact you have on others? When is it negative?</p>                              |
| Self-sufficiency - Very Low | <p>Person strongly depends upon others and needs the association.</p> <p><b>Question:</b> Do you usually prefer the company of people that you know, so it is hard to help strangers?</p>         |
| Relating Dynamic - High     | <p>Person is slightly more driven to establish esteem-based friendships.</p> <p><b>Question:</b> Do you have such tight friendships that you find it is hard to break away to help customers?</p> |

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

Click below to view Definitions:

→ [TraitSet® Definitions](#)