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 Susan Superstar

Upper

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

OVERALL –

Leadership/Management Aptitude = 92%

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 (%)
Assertion	91
Confidence	53
Adaptability	94
Calm/Patience	90
Competence	92
Extravert	83
Leader Dynamic	85
Anchor Cherry Picking	*26*

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.

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

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.

Negative Scores are RED (Lower = Better

NOTE: Moderate scores will not trigger any 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 results.

TraitSet® Score	Description/Suggested Interview Questions
Assertion - Very High	They are very aggressive in their behavior (May be intimidating). **Question:** Do you feel that being right is so important that you are willing to take anyone on?
Confidence - Average	They are no more or less confident than others.

	Question: NONE
Adaptability - Very High	**They are very adaptable, may be too willing to bend (Political?).** **Question:** **When do you feel you need to draw the line and take a firmer or stronger stand?**
Calm/Patience - Very High	**They are probably too patient and accepting (Indecisive or casual?).** **Question:** **What has been your career downside of being too accepting or accommodating?**
Competence - Very High	**They see him/herself as very competent (Check for realistic appraisal).** **Question:** **What are your realistic limits or capabilities? How do others know these limits?**
Extravert - Very High	**They are extremely extraverted, like to work with others (too social).** **Question:** **Do you get so focused on others that you run the risk of micromanaging?**
Leader Dynamic - Very High	**They are very motivated by controlling/influencing others (too forceful or controlling?).** **Question:** **Give me two (2) examples of when your "take charge attitude" gets in the way.**

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

Click below to view Definitions:

→ [TraitSet® Definitions](#)