

Assessment Section Weightings

Eligibility:	40
Suitability:	40
Interview Suitability:	20

Suitability Criteria : Attitudes, motivations, task preferences, interests, and work environment preferences.

Essential Traits			
Trait	Rating	Importance	Frequency
Influencing - The tendency to try to persuade others	8.0	8. Essential	80% of the time
Optimistic - The tendency to believe the future will be positive	8.0	8. Essential	80% of the time
Outgoing - The tendency to be socially extroverted and the enjoyment of meeting new people	8.0	8. Essential	80% of the time
Takes Initiative - The tendency to perceive what is necessary to be accomplished and to proceed on one's own	8.0	8. Essential	80% of the time
Enthusiastic - The tendency to be eager and excited toward one's own goals	7.5	8. Essential	70% of the time
Helpful - The tendency to respond to others' needs and assist or support others to achieve their goals	7.5	8. Essential	70% of the time
Organized - The tendency to place and maintain order in an environment or situation	7.5	8. Essential	70% of the time
Warmth / empathy - The tendency to express positive feelings and affinity toward others	7.5	8. Essential	70% of the time
Desirable Traits			
Trait	Rating	Importance	Frequency
Diplomatic - The tendency to state things in a tactful manner	7.0	7. Very important	70% of the time
Self-acceptance - The tendency to like oneself ("I'm O.K. the way I am")	7.0	7. Very important	
Tolerance Of Bluntness - The level of comfort related to receiving abrupt or frank communications from others	7.0	10. Extremely essential	40% of the time
Precise - The enjoyment of work that requires being exact and the tendency to be detail oriented	6.5	7. Very important	60% of the time
Self-improvement - The tendency to attempt to develop or better oneself	5.0	5. Important	

Suitability Criteria : Attitudes, motivations, task preferences, interests, and work environment preferences.

Desirable Traits			
Trait	Rating	Importance	Frequency
Team - The enjoyment of working closely in a co-operative effort with others (not necessarily the ability to do so)	4.5	7. Very important	20% of the time
Public Contact - The tendency to feel comfortable with interacting directly with a wide range of people representative of general society	4.0	5. Important	30% of the time
Wants Challenge - The willingness to attempt difficult tasks or goals	3.5	5. Important	20% of the time
Traits to Avoid			
Trait	Rating	Importance	Frequency
Pay Minus Motivation - The tendency to have a strong desire for money while lacking the personal drive necessary to earn it	8.0	8. Avoid even a small amount	
Self-critical - Disliking oneself in the context of self-improvement	8.0	8. Avoid even a small amount	
Defensive - The tendency to focus on self-acceptance while avoiding self-improvement (The attitude "I'm O.K. and I don't need to improve")	7.0	7. Avoid even some tendency	
Dogmatic - The tendency to be certain of one's own opinions while at the same time not open to different ideas	7.0	7. Avoid even some tendency	
Harsh - The tendency to be overly strict or punitive when enforcing rules and procedures	7.0	7. Avoid even some tendency	
Rebellious Autonomy - The tendency to attempt to gain freedom from authority without taking sufficient and appropriate initiative	7.0	7. Avoid even some tendency	
Dominating - The tendency to be assertive with one's own needs while failing to respond to other people's needs	6.0	6. Avoid a moderate tendency	
Evasive - The tendency to be tactful without being sufficiently direct	6.0	6. Avoid a moderate tendency	
Insensitive - The tendency to be assertive with one's own needs while lacking sufficient warmth for others	6.0	6. Avoid a moderate tendency	
Blunt - The tendency to be frank or direct while lacking in diplomacy or tact	5.0	5. Avoid a fair tendency	
Skeptical - The tendency to overly emphasize the potential difficulties of a plan or strategy without giving sufficient emphasis to the potential benefits	4.0	4. Avoid a significant tendency	