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EQ-360 Multirater Feedback Report

Client Name:	Loselhio Demo
Raters:	Managers (1) Peers (5) Other/Mixed (3)
Report Date:	Nov 17, 2003



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Introduction

BarOn EQ-360 is a multirater measure of emotional intelligence (EI) designed to complement BarOn EQ-i assessments. EQ-360 prompts raters to provide valuable information about an individual's level of emotional and social functioning within the assessment context. This summary report combines Loselhio's self-report EQ-i results with that of her designated EQ-360 raters, creating a complete "360-degree" overview of Loselhio's social and emotional functioning.

Loselhio's self-reported EQ-i scores are compared with the ratings of her 360 rater groups. This report presents Loselhio's EQ scores at four different levels of analysis. The first level provides her Total EQ results, representing an overall or global measure of emotional functioning. The second level of analysis discusses Loselhio's EQ functioning as it relates to the five broad composite scales that represent EQ-360's factors of emotional intelligence. The next level summarizes the subscale results that contribute to each composite scale. Finally, Loselhio's EQ-360 item response frequencies are presented for all 360 rater groups combined.

Examination of the overall, composite scale, and subscale levels highlight any significant score disparities between Loselhio and her 360 rater groups. Significant score disparities reveal areas where self-perceived emotional and social skills differ notably from the perceptions of others. Taken in proper context, this report's 360 feedback illuminates key areas where emotional and social skills are highly developed and reveals areas for further enhancement.

The feedback based on this report should reflect the unique relationship between Loselhio's self-reported emotional intelligence scores and her rater's assessments. If consensus is high between Loselhio and her raters, identification of her personal strengths and weaknesses should be fairly straightforward based on the general profile of the scale and subscale scores.

Where there is low consensus between Loselhio and the raters, notable score discrepancies might emerge. These differences might occur for a variety of reasons. Possible explanations could include the fact that certain rater levels are less familiar with Loselhio and have not had adequate opportunity to observe the necessary range of EI behaviors. An alternate explanation might be, however, that Loselhio interacts differently with others around her. Proper interpretation of conflicting results requires careful investigation into factors that might have contributed to the observed disparities. An informed understanding of the underlying reasons for observed differences will greatly assist in placing this feedback into proper context.

This report is an interpretive aid and should not be used as the sole basis for intervention or decision making. These results are best utilized when combined with other sources of information such as performance indicators, interviews and investigation results. Interpretation of the contents of this report requires a qualified and trained professional.

Rater Familiarity

The following charts provide important information concerning the length of time that each rater within each EQ-360 rater group reports having known Loselbio, as well as how well they know her. Rater familiarity indices such as these provide valuable assistance in placing the results from this EQ-360 report into proper perspective. For example, rater groups who report relationships of short duration with Loselbio and/or considerably lower levels of familiarity with her might have had fewer opportunities to observe her full range of emotional functioning in the assessment context. Factors such as these must be taken into account when interpreting the EQ-360 results that follow in this report.

		How long have you known the person being assessed ?			
Rater Group	<i>n</i>	Under 1 year	1 to 5 years	6 to 10 years	Over 10 years
Managers	1	0	0	1	0
Peers	5	0	3	0	2
Direct Reports	0	0	0	0	0
Clients	0	0	0	0	0
Family	0	0	0	0	0
Other/Mixed	3	0	0	1	2
All Raters	9	0	3	2	4

		How well do you know the person being assessed ?			
Rater Group	<i>n</i>	Not Very Well	Fairly Well	Well	Very Well
Managers	1	0	0	0	1
Peers	5	0	2	1	2
Direct Reports	0	0	0	0	0
Clients	0	0	0	0	0
Family	0	0	0	0	0
Other/Mixed	3	0	0	1	2
All Raters	9	0	2	2	5

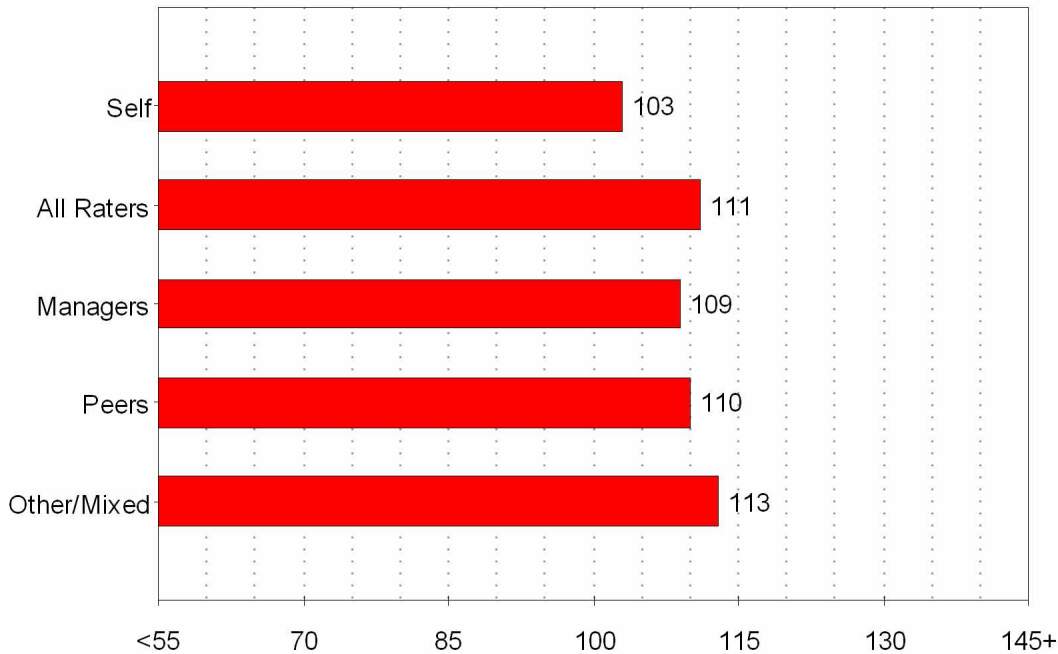
Note: *n* = number of respondents

In the following sections, standard scores are presented. These scores can be interpreted using these guidelines.

Standard Score	Interpretive Guideline
130+	Exceptionally well-developed emotional and social functioning
120-129	Extremely well-developed emotional and social functioning
110-119	Well-developed emotional and social functioning
90-109	Effective emotional and social functioning
80-89	Area may require improvement
<80	Area for improvement

Total EQ

The following graph shows Loselhio's Total EQ-i score compared to the averaged Total EQ-360 scores for each rater group.



EQ-i/EQ-360 Score Comparisons

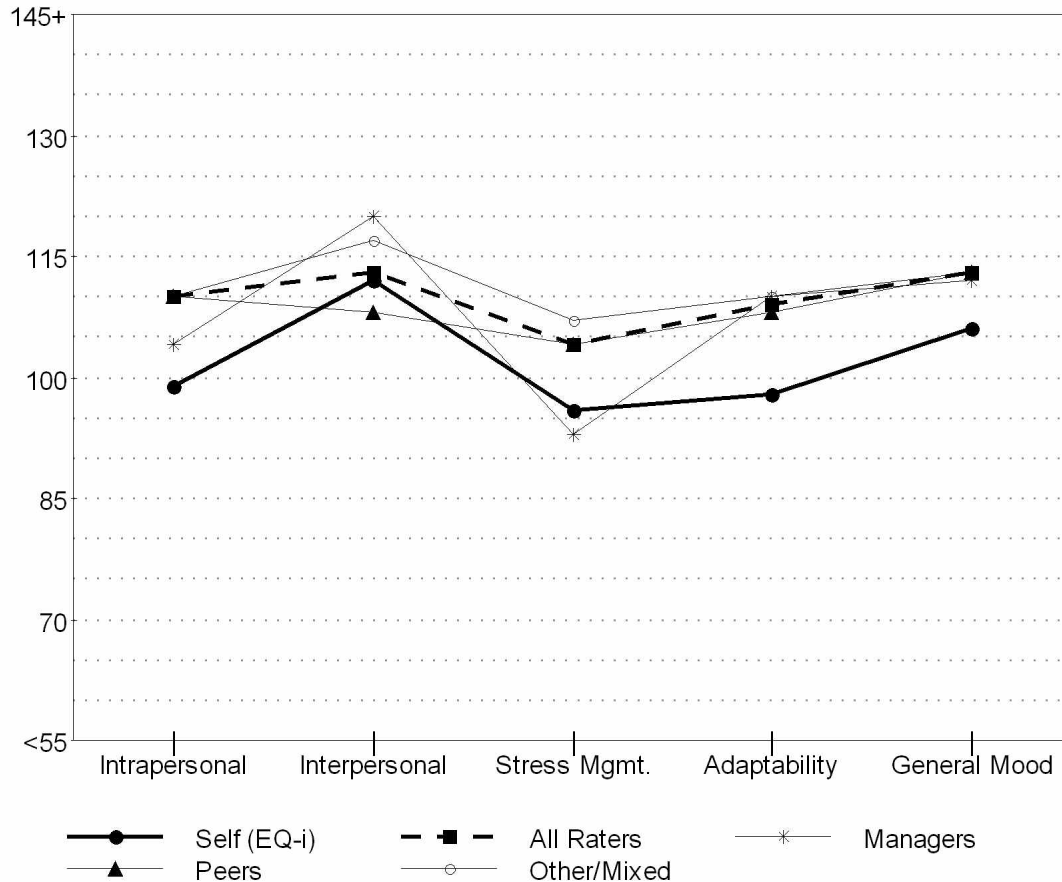
Loselhio's Total EQ-i score is fairly consistent with Total EQ-360 scores of all rater groups. No significant score differences were noted at this level, perhaps indicating that there is consensus as to Loselhio's level of emotional functioning. A detailed examination of the composite and subscale scores will provide further insight into Loselhio's specific strengths and weaknesses, thus revealing a guideline for furthering her emotional development.

Total EQ

Total EQ provides a general indication of Loselhio's emotional and social intelligence. The overall score depicts how successful she currently is in coping with environmental and social demands. Individuals who have average or greater Total EQ are perceived to be in touch with their feelings, feel good about themselves, and are fairly successful in realizing their own potential. These individuals understand the way others feel and are generally successful in relating to people. They appear to be good at managing stress and rarely lose control. People who are high in Total EQ are typically realistic, assertive, and fairly successful in problem solving. These individuals also appear to be generally happy and have a positive outlook on life.

EQ Composite Scales

The following graph shows Loselbio's EQ-i Composite Scale scores compared to the averaged EQ-360 scores for each rater group.



EQ-i/EQ-360 Composite Score Comparisons

Loselbio's EQ-i scores for the following composite scales are significantly lower than that of the following rater group(s).

Intrapersonal Composite

Self (99) < All Raters (110); Peers (110); Other/Mixed (110)

Stress Management

Self (96) < Other/Mixed (107)

Adaptability

Self (98) < All Raters (109); Managers (110); Other/Mixed (110)

Significant score differences such as these should be taken into consideration during interpretation.

Definitions for the EQ Composite Scales are as follows.

Intrapersonal Composite Scale (RAeq)

The Intrapersonal Composite Scale assesses Loselbio's understanding, expression, and development of herself. Individuals who are average-to-well developed in this area are in touch with their feelings, feel good about themselves, and feel positive about what they are doing with their lives. Individuals who are well developed in this area are also able to express their feelings, and are independent, strong, and confident when conveying their ideas and beliefs. The Intrapersonal Composite includes the following subscales: Self-Regard, Emotional Self-Awareness, Assertiveness, Independence, and Self-Actualization.

Interpersonal Composite Scale (EReq)

The Interpersonal Composite Scale provides insight into Loselbio's interpersonal skills and functioning. Individuals who score well on this composite are perceived to be responsible and dependable people who have good social skills. They understand, interact, and relate well with others. The Interpersonal Composite comprises the following subscales: Empathy, Social Responsibility, and Interpersonal Relationship.

Stress Management Composite Scale (SMeq)

The Stress Management Composite Scale assesses how well Loselbio is perceived to be able to withstand stress and manage her impulses. Individuals who score well in this composite area are perceived to be generally calm, rarely impulsive, and work well under pressure. The Stress Management Composite Scale is comprised of the Stress Tolerance and Impulse Control subscales.

Adaptability Composite Scale (ADeq)

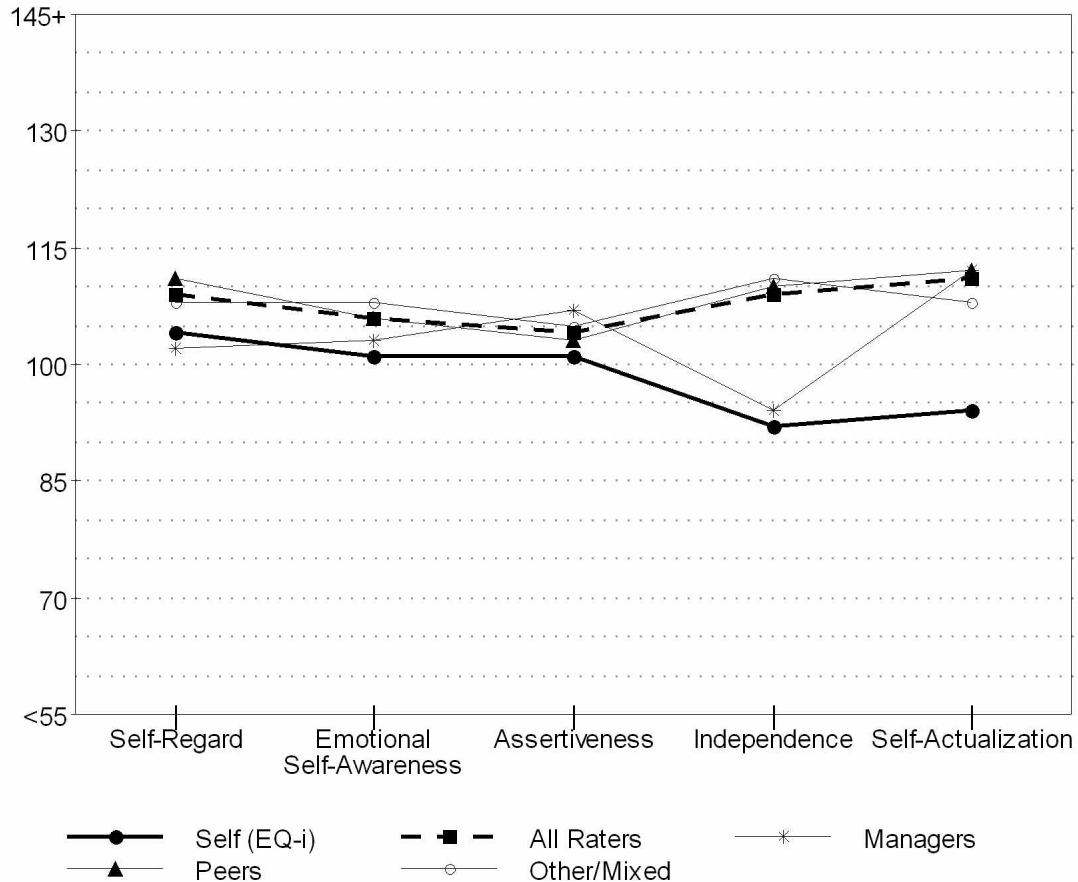
The Adaptability Composite Scale addresses perceptions of how successfully Loselbio is able to cope with environmental and social demands by effectively "sizing up" and dealing with problematic situations. Good scores in this area identify people who are generally flexible, realistic, effective in understanding problematic situations, and competent at arriving at adequate solutions. The Adaptability Composite Scale consists of the following subscales: Reality Testing, Flexibility, and Problem Solving.

General Mood Composite Scale (GMeq)

The General Mood Composite assesses the degree to which Loselbio is perceived to maintain a positive outlook on, be contented with, and actively enjoy life. Good scores on this composite reflect individuals who are perceived to be cheerful, positive, hopeful, and optimistic. The General Mood Composite Scale is composed of the Optimism and Happiness subscales.

Intrapersonal Subscales

The following graph compares Loselbio's EQ-i Intrapersonal subscale scores to the averaged EQ-360 subscale scores for each rater group.



EQ-i/EQ-360 Intrapersonal Scale Score Comparisons

Loselbio's EQ-i scores for the following Intrapersonal subscales are significantly lower than that of the following rater group(s).

Independence

Self (92) < All Raters (109); Peers (110); Other/Mixed (111)

Self Actualization

Self (94) < All Raters (111); Managers (112); Peers (112); Other/Mixed (108)

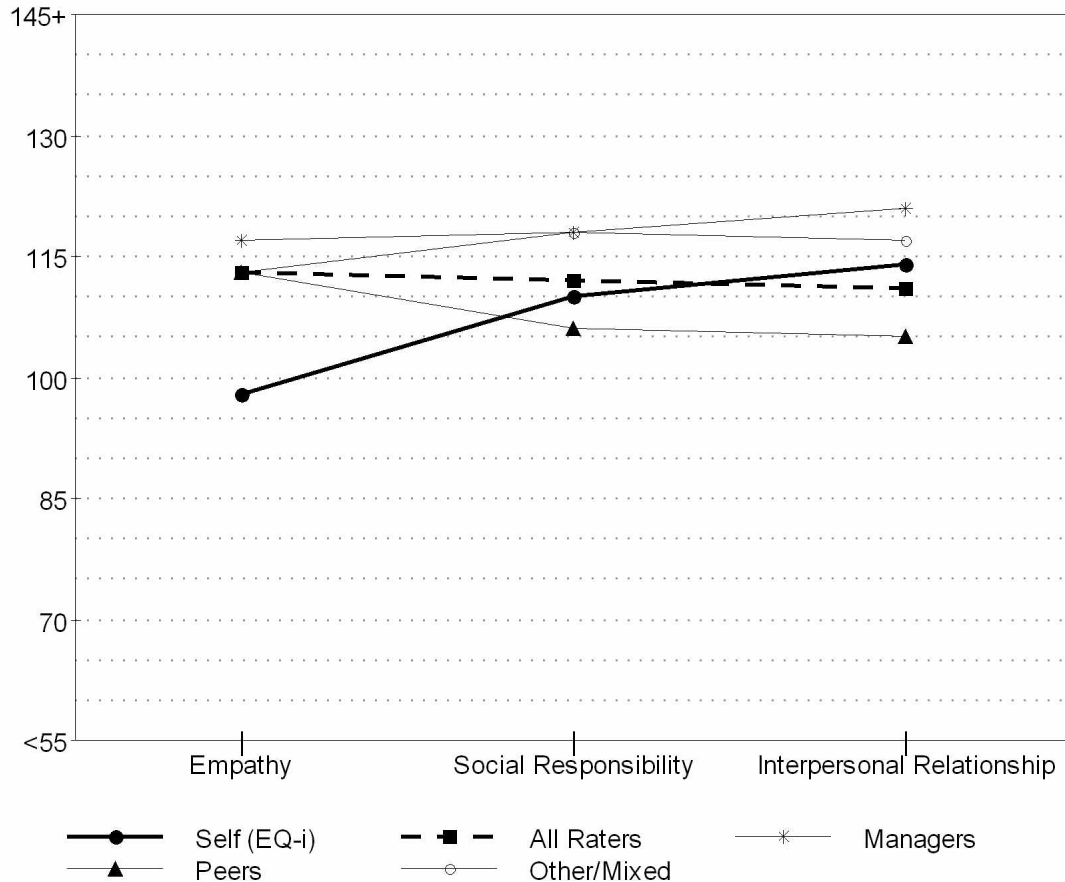
Significant score differences such as these should be taken into consideration during interpretation.

Definitions for the Intrapersonal Subscales are as follows.

- Self-Regard (SR): Individuals with good self-regard accept and respect themselves. This includes recognizing and accepting one's positive and negative aspects, as well as one's limitations and possibilities.
- Emotional Self-Awareness (ES): Individuals with well-developed emotional self-awareness are in touch with their own feelings and emotions. These people know exactly what they are feeling and how their emotions impact others.
- Assertiveness (AS): Individuals who score well on this subscale are perceived as able to express their thoughts, feelings and beliefs openly, as well as defend their rights to others.
- Independence (IN): Good scores on this subscale reflect people who are perceived to be self-reliant, self-directed, autonomous, and self-sufficient. These people may ask for and consider the advice of others, but they rarely depend on others to make important decisions or do things for them. Individuals high in independence are also free from emotional dependency.
- Self-Actualization (SA): Good scores are obtained on this subscale by individuals who are perceived to be able to realize their full potential and become involved in pursuits that lead to rich and meaningful lives. Self-actualization is an ongoing, dynamic process of striving toward maximum development of one's abilities, capacities, and talents.

Interpersonal Subscales

The following graph compares Loselbio's EQ-i Interpersonal Composite subscale scores to the averaged EQ-360 Interpersonal subscale scores for each rater group.



EQ-i/EQ-360 Interpersonal Scale Score Comparisons

Loselbio's EQ-i scores for the following Interpersonal subscales are significantly lower than that of the following rater group(s).

Empathy

Self (98) < All Raters (113); Managers (117); Peers (113); Other/Mixed (113)

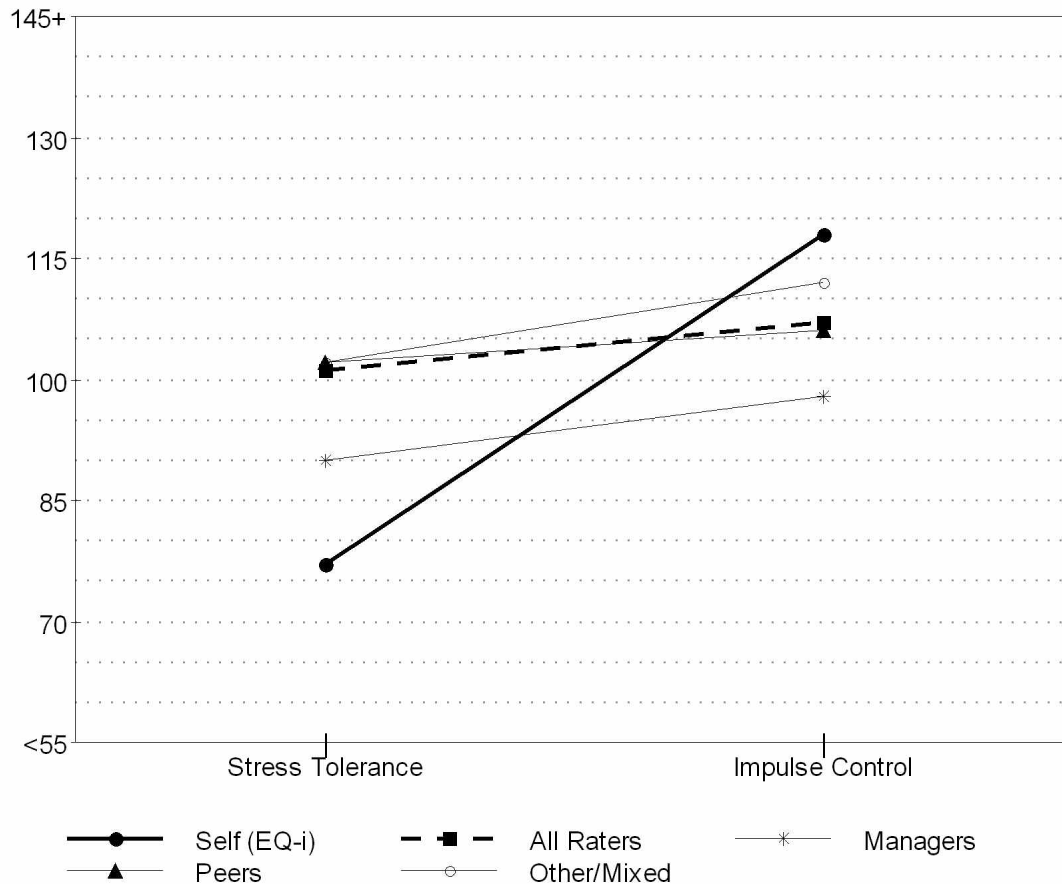
Significant score differences such as these should be taken into consideration during interpretation.

Definitions for the Interpersonal Subscales are as follows.

- Empathy (EM): Good scores on this subscale indicate individuals who are perceived to be aware of, and appreciative of, the feelings of others. They are also sensitive to others' feelings and can "tune in" to what, how, and why people feel the way they do. Empathetic people care about others and show interest in and concern for others.
- Social Responsibility (RE): Individuals with good scores on this subscale are perceived to be cooperative, contributing, and constructive members of their social groups. These people are often described as responsible and dependable. Socially responsible people demonstrate a strong sense of social consciousness and have a basic concern for others. This in turn is manifested through a willingness to take on community-oriented responsibilities.
- Interpersonal Relationship (IR): Individuals who score well on this subscale are perceived to have the ability to establish and maintain mutually satisfying relationships. These people are characterized by a capacity for intimacy, and for giving and receiving affection.

Stress Management Subscales

The following graph compares Loselbio's EQ-i Stress Management Composite subscale scores to the averaged EQ-360 Stress Management subscale scores for each rater group.



EQ-i/EQ-360 Stress Management Scale Score Comparisons

Loselbio's EQ-i scores for the following Stress Management subscales are significantly lower than that of the following rater group(s).

Stress Tolerance

Self (77) < All Raters (101); Managers (90); Peers (102); Other/Mixed (102)

Loselbio's EQ-i scores for the following Stress Management subscales are significantly higher than that of the following rater group(s).

Impulse Control

Self (118) > All Raters (107); Managers (98); Peers (106)

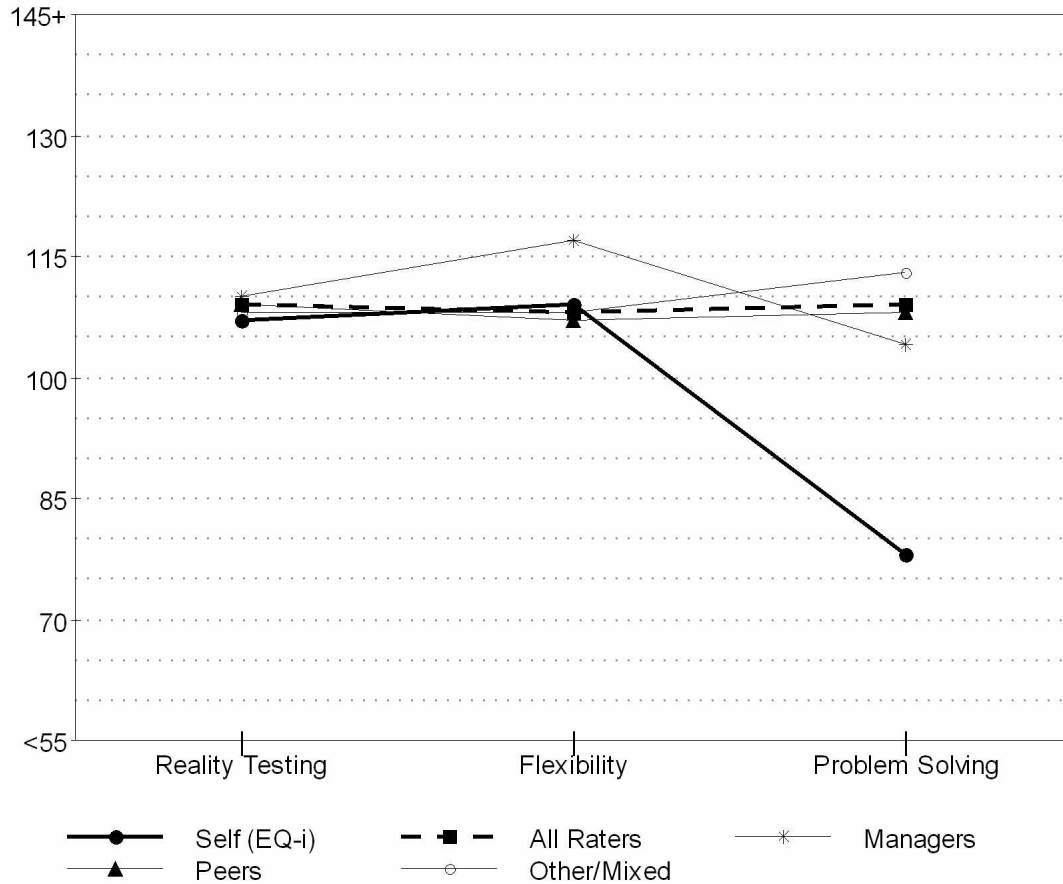
Significant score differences such as these should be taken into consideration during interpretation.

Definitions for the Stress Management Subscales are as follows.

- Stress Tolerance (ST): Good scores on this subscale identify individuals with the ability to withstand adverse events and stressful situations without "falling apart". These people tend to cope with stress actively and positively. They can remain calm and can avoid becoming anxious, agitated, or overwhelmed.
- Impulse Control (IC): Individuals with good scores on this subscale are perceived to be able to resist or delay impulses and defer drives and temptations to act. People with good impulse control rarely become impatient, overreact, lose control, or become angry.

Adaptability Subscales

The following graph compares Loselbio's EQ-i Adaptability Composite subscale scores to the averaged EQ-360 Adaptability subscales scores from each rater group.



EQ-i/EQ-360 Adaptability Scale Score Comparisons

Loselbio's EQ-i scores for the following Adaptability subscales are significantly lower than that of the following rater group(s).

Problem Solving
 Self (78) < All Raters (109); Managers (104); Peers (108); Other/Mixed (113)

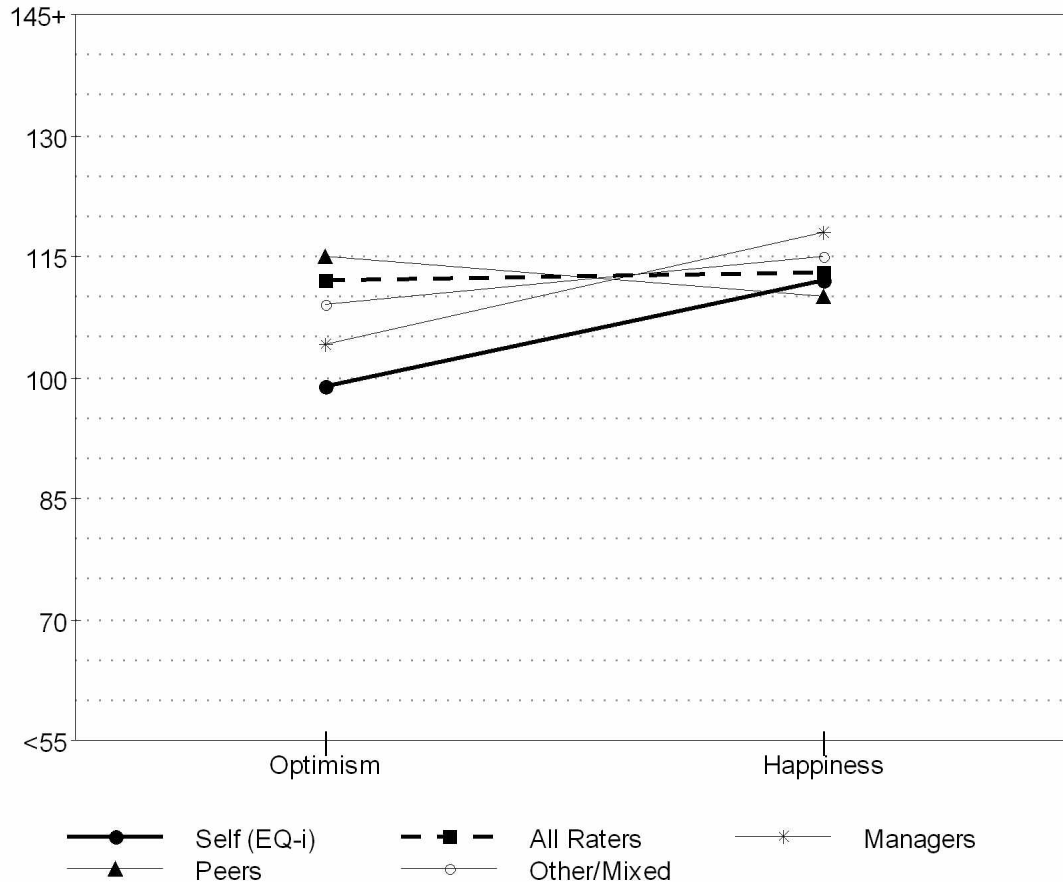
Significant score differences such as these should be taken into consideration during interpretation.

Definitions for the Adaptability Subscales are as follows.

- **Reality Testing (RT):** Individuals who score well on Reality Testing are perceived to be good at accurately "sizing up" the immediate situation and to be grounded and fact-based. These individuals proactively examine a situation in contrast to passively and naively assuming what is involved. Reality testing involves a search for objective evidence to confirm, justify, and support feelings, perceptions and thoughts. This involves "tuning in" to the immediate situation, attempting to keep things within their proper perspective, and experiencing things as they are.
- **Flexibility (FL):** Good scores on this subscale are indicative of individuals who are perceived to have enhanced ability to adjust their emotions, thoughts, feelings, and behavior to changing situations and conditions.
- **Problem Solving (PS):** People who score well on this subscale are fairly adept at recognizing and defining problems as well as generating and implementing potentially effective solutions. This component assesses whether one is perceived to be fairly adept at recognizing and defining problems as well as generating and implementing potentially effective solutions.

General Mood Subscales

The following graph compares Loselbio's EQ-i General Mood subscale scores to the averaged EQ-360 General Mood subscale scores for each rater group.



EQ-i/EQ-360 General Mood Scale Score Comparisons

Loselbio's EQ-i scores for the following General Mood subscales are significantly lower than that of the following rater group(s).

Optimism

Self (99) < All Raters (112); Peers (115)

Significant score differences such as these should be taken into consideration during interpretation.

Definitions for the General Mood Subscales are as follows.

- **Optimism (OP):** Individuals who receive good scores on this subscale are perceived to be positive people who look at the brighter side of life, and maintain a positive attitude, even in the face of adversity. Optimism reflects the degree of hopefulness that one incorporates in his or her life.
- **Happiness (HA):** Individuals who are perceived to be satisfied with their lives, to genuinely enjoy the company of others, and to derive pleasure from life score well on this subscale.

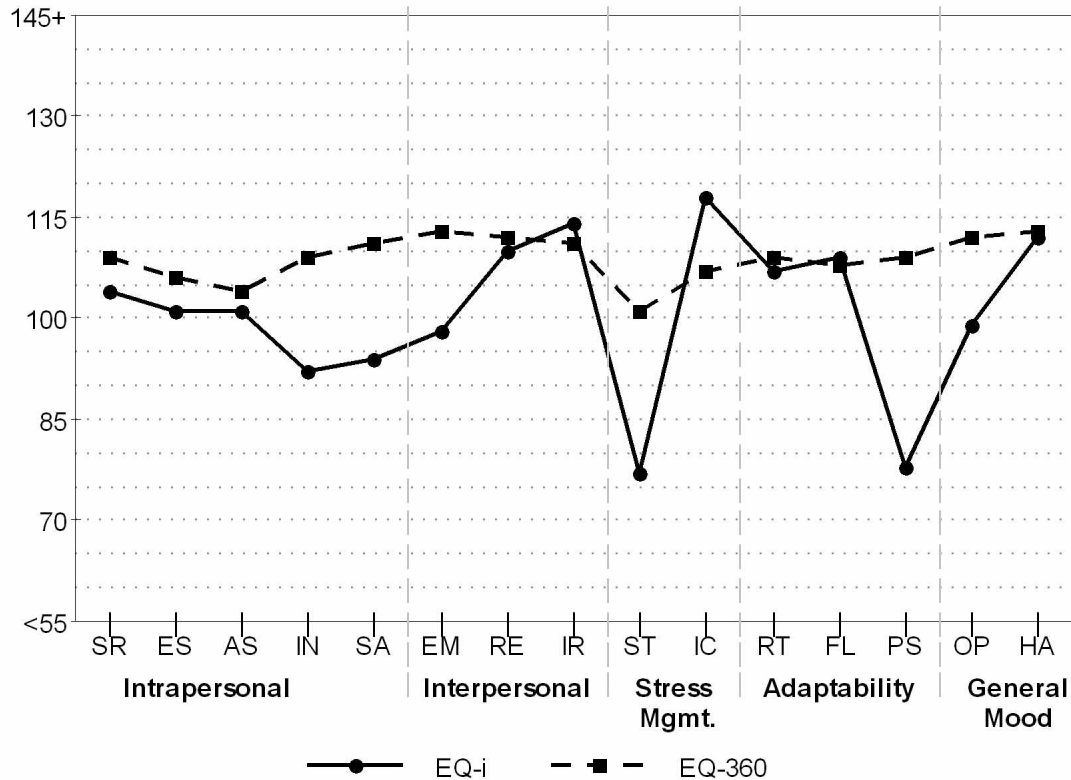
EQ-360 Profile Summary

The following chart summarizes all of Loselbio's EQ-i and EQ-360 scale and subscale scores. Significant score differences between self-report and rater group are flagged with asterisks.

EQ Scale	EQ-i	EQ-360			
		Self	Manager	Peer	Other/ Mixed
Intrapersonal	99	104	110*	110*	110*
Self-Regard	104	102	111	108	109
Emotional Self-Awareness	101	103	106	108	106
Assertiveness	101	107	103	105	104
Independence	92	94	110*	111*	109*
Self Actualization	94	112*	112*	108*	111*
Interpersonal	112	120	108	117	113
Empathy	98	117*	113*	113*	113*
Social Responsibility	110	118	106	118	112
Interpersonal Relationship	114	121	105	117	111
Stress Management	96	93	104	107*	104
Stress Tolerance	77	90*	102*	102*	101*
Impulse Control	118	98*	106*	112	107*
Adaptability	98	110*	108	110*	109*
Reality Testing	107	110	109	108	109
Flexibility	109	117	107	108	108
Problem Solving	78	104*	108*	113*	109*
General Mood	106	112	113	113	113
Optimism	99	104	115*	109	112*
Happiness	112	118	110	115	113
Total EQ	103	109	110	113	111

Profile Graph

The following graph provides a profile of Loselbio's self-reported EQ-i subscale scores contrasted against her profile created by combining the results from all of her EQ-360 raters.



SR - Self-Regard
 ES - Emotional Self-Awareness
 AS - Assertiveness
 IN - Independence
 SA - Self-Actualization

EM - Empathy
 RE - Social Responsibility
 IR - Interpersonal Relationship
 ST - Stress Tolerance
 IC - Impulse Control

RT - Reality Testing
 FL - Flexibility
 PS - Problem Solving
 OP - Optimism
 HA - Happiness

A complete understanding of Loselbio's personal strengths and weaknesses must include careful examination of the unique profile that all of the EQ subscales combine to create, then to compare it against that of the overall ratings of all EQ-360 raters. This will prove useful in identifying patterns and interrelationships among her current levels of EI functioning, as well as in looking for systematic ways which her personal ratings diverge from those of the 360 raters. Specific meanings of observed patterns of strengths and weaknesses should be thoroughly explored to maximize the value of the feedback contained in this report.

EQ-360 Item Response Summary

The following chart provides an item breakdown of Loselbio's EQ-360 rater responses for each question by subscale. Within each subscale, items have been rank-ordered from the highest to the lowest score. Higher scores in the *M* (or Mean) column suggest areas of observed EI strengths, while lower scores are suggestive of specific areas that may benefit from further development.

Item	Content	Response Frequencies						
		1	2	3	4	5	N/A	<i>M</i>
Intrapersonal								
Self-Regard								
86	This person has good self-respect.	0	0	0	0	9	0	5.00
31	This person seems to be pleased with the type of person he/she is.	0	0	0	3	6	0	4.67
76	This person appears to feel good about himself/herself.	0	0	0	3	6	0	4.67
46	This person appears sure of himself/herself.	0	0	1	2	6	0	4.56
1	This person knows how to take advantage of his/her strengths.	0	0	0	4	5	0	4.56
61	This person is self-confident.	0	0	1	5	3	0	4.22
16	This person knows how to compensate for his/her weaknesses.	0	0	1	7	1	0	4.00
Emotional Self-Awareness								
32	This person recognizes when he/she is upset.	0	0	0	5	4	0	4.44
17	This person appears to be aware of the way he/she feels.	0	0	1	4	4	0	4.33
2	This person seems to be in touch with his/her emotions.	0	0	1	6	2	0	4.11
62	This person is aware of the impact of his/her emotions on others.	0	0	1	6	2	0	4.11
47	This person knows which emotions increase his/her performance.	0	0	1	7	1	0	4.00
77	This person knows what sets off his/her negative emotions.	0	0	2	6	1	0	3.89

Note: N/A = not answered, *M* = mean, or averaged rating

Response Key

- 1 = Very seldom or not true
- 2 = Seldom true
- 3 = Sometimes true
- 4 = Often true
- 5 = Very often true or true

Item	Content	Response Frequencies						
		1	2	3	4	5	N/A	M
Intrapersonal (Cont'd)								
Assertiveness								
48	When this person disagrees with someone, he/she is able to say so.	0	0	0	5	4	0	4.44
18	This person expresses himself/herself without hurting others.	0	0	1	4	4	0	4.33
3	This person is able to express himself/herself openly.	0	0	3	3	3	0	4.00
63	It seems easy for this person to say "no" when he/she wants to.	0	0	1	7	1	0	4.00
33	This person can tell others what he/she thinks.	0	1	1	5	2	0	3.89
78	When this person is angry with others, he/she can tell them about it.	0	0	4	3	2	0	3.78
Independence								
34	This person is able to work alone, without being told what to do.	0	0	0	4	5	0	4.56
64	This person prefers to make his/her own decisions.	0	0	1	2	6	0	4.56
4	This person seems to be more self-reliant than dependent on others.	0	0	1	4	4	0	4.33
49	This person tends to rely more on his/her own ideas than those of others.	0	0	1	4	4	0	4.33
19	This person prefers a job in which he/she is mostly self-directed.	0	0	1	4	4	0	4.33
79	This person is more of a leader than a follower.	0	0	0	6	3	0	4.33

Note: N/A = not answered, M = mean, or averaged rating

Response Key

- 1 = Very seldom or not true
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- 5 = Very often true or true

Item	Content	Response Frequencies						
		1	2	3	4	5	N/A	M
Intrapersonal (Cont'd)								
Self-Actualization								
35	This person is self-motivated.	0	0	0	1	8	0	4.89
87	This person tries to get as much as possible out of those activities he/she enjoys.	0	0	0	2	7	0	4.78
5	This person has a good idea of what he/she wants to do in life.	0	0	0	3	6	0	4.67
50	In the past few years, this person has accomplished a great deal.	0	0	0	4	5	0	4.56
80	This person shows excitement about his/her interests.	0	0	0	4	5	0	4.56
65	This person appears to enjoy what he/she does.	0	0	0	5	4	0	4.44
20	This person sets achievable goals.	0	0	0	5	4	0	4.44
Interpersonal								
Empathy								
51	This person respects the way others feel.	0	0	0	2	7	0	4.78
6	This person is aware of the feelings of others.	0	0	0	3	6	0	4.67
36	This person understands the way others feel.	0	0	0	4	5	0	4.56
21	This person is sensitive to the feelings of others.	0	0	0	5	4	0	4.44
66	It would be hard for this person to see others get their feelings hurt.	0	0	1	4	4	0	4.33

Note: N/A = not answered, M = mean, or averaged rating

Response Key

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- 4 = Often true
- 5 = Very often true or true

Item	Content	Response Frequencies						
		1	2	3	4	5	N/A	M
Interpersonal (Cont'd)								
Social Responsibility								
22	It would bother this person to take advantage of others.	0	0	0	1	8	0	4.89
37	This person shows respect for others.	0	0	0	2	7	0	4.78
52	This person is a good team player.	0	0	0	3	6	0	4.67
81	Others can count on this person.	0	0	0	3	6	0	4.67
7	This person is considerate of the feelings of others.	0	0	1	2	6	0	4.56
67	This person likes helping others.	0	0	2	1	6	0	4.44
Interpersonal Relationship								
82	It's fun to be with this person.	0	0	0	2	7	0	4.78
38	This person maintains good relations with others.	0	0	0	3	6	0	4.67
53	This person gets along well with others.	0	0	0	3	6	0	4.67
23	It's easy for this person to make friends.	0	0	0	4	5	0	4.56
8	This person is sociable.	0	0	1	3	5	0	4.44
68	This person takes the initiative to resolve conflicts.	0	0	1	4	4	0	4.33

Note: N/A = not answered, M = mean, or averaged rating

Response Key

- 1 = Very seldom or not true
- 2 = Seldom true
- 3 = Sometimes true
- 4 = Often true
- 5 = Very often true or true

Item	Content	Response Frequencies						
		1	2	3	4	5	N/A	M
Stress Management								
Stress Tolerance								
9	This person can manage tough situations.	0	0	2	4	3	0	4.11
39	This person keeps calm in difficult situations.	0	0	2	5	2	0	4.00
69	This person deals effectively with upsetting problems.	0	0	1	7	1	0	4.00
54	This person handles stress without getting too tense.	0	1	2	4	2	0	3.78
24	This person confronts stressful matters.	0	0	4	3	2	0	3.78
83	This person works well under pressure.	0	0	2	7	0	0	3.78
Impulse Control								
55	This person can control his/her anger.	0	0	0	5	4	0	4.44
40	This person avoids acting impulsively.	0	0	0	6	3	0	4.33
70	This person avoids getting angry.	0	0	0	7	2	0	4.22
10	This person is patient.	0	0	3	2	4	0	4.11
25	This person is not easily frustrated.	0	0	4	4	1	0	3.67

Note: N/A = not answered, M = mean, or averaged rating

Response Key

- 1 = Very seldom or not true
- 2 = Seldom true
- 3 = Sometimes true
- 4 = Often true
- 5 = Very often true or true

Item	Content	Response Frequencies						
		1	2	3	4	5	N/A	M
Adaptability								
Reality Testing								
56	This person avoids getting carried away with his/her imagination or fantasies.	0	0	1	1	7	0	4.67
41	This person has a good sense of what is going on.	0	0	0	4	5	0	4.56
26	This person keeps things in the right perspective.	0	0	0	5	4	0	4.44
84	This person examines the facts rather than jumping to conclusions.	0	0	1	5	3	0	4.22
71	This person focuses on the issue at hand.	0	0	0	8	1	0	4.11
11	This person sees situations as they really are.	0	0	1	6	2	0	4.11
Flexibility								
27	It's easy for this person to begin new things.	0	0	0	4	5	0	4.56
42	This person can handle shifting priorities.	0	0	0	5	4	0	4.44
72	This person tries new approaches if the usual way of doing something does not achieve results.	0	0	1	4	4	0	4.33
12	This person can adjust to new situations as they arise.	0	0	0	7	2	0	4.22
57	When necessary, this person can change his/her daily routine with ease.	0	0	2	4	3	0	4.11

Note: N/A = not answered, M = mean, or averaged rating

Response Key

- 1 = Very seldom or not true
- 2 = Seldom true
- 3 = Sometimes true
- 4 = Often true
- 5 = Very often true or true

Item	Content	Response Frequencies						
		1	2	3	4	5	N/A	M
Adaptability (Cont'd)								
Problem Solving								
43	When faced with a difficult situation, this person collects all the information about it that he/she can.	0	0	0	5	4	0	4.44
73	This person is creative in his/her general approach to solving problems.	0	0	0	5	4	0	4.44
13	This person is good at recognizing problems of a personal and social nature.	0	0	1	4	4	0	4.33
28	This person tries to understand the overall problem before attempting to solve it.	0	0	1	4	4	0	4.33
88	This person makes good decisions when solving problems.	0	0	0	6	3	0	4.33
85	When trying to solve a problem, this person looks at each possibility and then decides on the best way.	0	0	0	7	2	0	4.22
58	This person typically comes up with several approaches to handle problems that arise.	0	0	0	7	2	0	4.22
General Mood								
Optimism								
14	This person looks at the brighter side of life.	0	0	0	1	8	0	4.89
29	This person has a positive outlook.	0	0	0	2	7	0	4.78
59	This person expects to succeed in whatever he/she sets out to do.	0	0	0	3	6	0	4.67
74	This person is motivated to continue, even when things get difficult.	0	0	0	3	6	0	4.67
44	Before beginning something new, this person seems confident of success.	0	0	1	5	3	0	4.22

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Item	Content	Response Frequencies						
		1	2	3	4	5	N/A	M
General Mood (Cont'd)								
Happiness								
30	This person smiles easily.	0	0	0	1	8	0	4.89
45	This person appears to enjoy life.	0	0	0	1	8	0	4.89
15	This person is cheerful.	0	0	0	2	7	0	4.78
75	This person seems satisfied with life in general.	0	0	0	3	6	0	4.67
60	The person's mood makes others enjoy being around him/her.	0	0	1	3	5	0	4.44

Note: N/A = not answered, M = mean, or averaged rating

Response Key

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End of Report