

# INTERPRETIVE CORRELATIONS

## MENTAL ATTRIBUTES

Score Range	Attribute	Correlation
High	Mental Acuity	Indicates an individual who is not working up to his maximum ability. The person has the ability to be trained, but may not have the motivation. See personality dimensions.
Low or Moderate	Other mental attributes	
Low or moderate	Mental Acuity	Indicates an individual who has strived to improve oneself. Will still take the same training time but will put forth considerably more effort to obtain the information. A willing learner.
Higher	Other mental attributes	

## PERSONALITY DIMENSIONS

Score Range	Dimension	Correlation
ENERGY		
1 to 3	Energy	Indicates a hyper tense individual with quick rationalization processes. They may take unusual action before thinking and exhibit behavioral difficulty problems.
1 to 3	Flexibility	
1 to 4	Energy	High level of hyper tensity and disorganization may result in wasted time and effort.
1 to 4	Organization	
1 to 3	Energy	Must be placed in a position that allows them movement and the ability to burn off high levels of nervous energy. If not allowed to expend this pent up energy they may actually experience internalized discomfort, lose their temper, blow off steam, which can lead to disastrous results in the work place.
1 to 3	Emotional Development	
4 to 6	Energy	Has well-balanced sense of urgency and energy. Ideal combination for good level of drive.
4 to 6	Emotional Development	
7 to 9	Energy	May have the tendency to be downright lazy and difficult to motivate, cause to act or change. More oriented to work on a production line, at a desk, or a position that requires minimal amount of personal motivation.
8 to 9	Emotional Development	
1 to 3	Energy	May be hyper tense, talkative individual who may fail to even think about what he/she is saying and may talk on incessantly.
7 to 9	Communication	
1 to 3	Energy	May feel the effects of stress and strain more severely. They may be less productive and spend more time contending with the physical ailments, which they are in fact experiencing.
1 to 3	Mental Toughness	
FLEXIBILITY		
1 to 3	Mental Acuity	Potential for self-serving decisions; may not recognize consequences of questionable behavior.
1 to 3	Flexibility	
5 to 9	Mental Acuity	Allows individuals to evaluate circumstances and react appropriately. Will be easy to train. The higher mentality will allow for compensatory effects.
5 to 9	Flexibility	
1 to 4	Mental Acuity	May not have the capacity to adapt, change or consider other approaches.
7 to 9	Flexibility	

1 to 3	Flexibility	Indicates a hyper tense individual with quick rationalization processes. They may take unusual action before thinking and exhibit behavioral difficulty problems. Expedient to a fault.
1 to 3	Energy	
1 to 3	Flexibility	Puts things off, procrastinates, lack of planning and follow through, not goal oriented. Subordinates may find this person difficult with which to work; often confuses a work project.
1 to 3	Organization	
7 to 9	Flexibility	Have a very fixed nature and so highly structured they simply can not react to immediate circumstances. Slow decision-maker.
7 to 9	Organization	
1 to 3	Flexibility	Increases the likelihood that the respondent may not adhere to moral and ethical standards.
7 to 9	Competitiveness	
1 to 3	Flexibility	Indicates a pattern of extreme flexibility coupled with a high level of sensitivity. They exhibit a highly creative instinct and orientation.
1 to 3	Mental Toughness	
7 to 9	Flexibility	Lacks flexibility and does not see or recognize art and form, and the creative side of life. Not as aesthetically oriented.
7 to 9	Mental Toughness	
ORGANIZATION		
1 to 3	Organization	Individuals prefer to work in new and different situations where the challenge is to learn what innovations can be accomplished. (Although they may never get their act together.) Although they may be mentally organized, their environment may be chaotic, often has several projects going.
6 to 9	Mental Acuity	
1 to 4	Energy	High level of hyper tensivity and disorganization may result in wasted time and effort.
1 to 4	Organization	
1 to 3	Flexibility	Puts things off, procrastinates, lack of planning and follow through, not goal oriented. Subordinates may find this person difficult with which to work; often confuses a work project.
1 to 3	Organization	
7 to 9	Flexibility	Have a very fixed nature and so highly structured they simply can not react to immediate circumstances. Slow decision-maker.
7 to 9	Organization	
COMMUNICATION		
1 to 3	Energy	May be hyper tense, talkative individual who may fail to even think about what he/she is saying and may talk on incessantly.
7 to 9	Communication	
1 to 4	Energy	High level of hyper tensivity and disorganization may result in wasted time and effort.
1 to 4	Organization	
7 to 9	Communication	This added trait might exacerbate the problems and make them ineffective for most jobs.
7 to 9	Motivation	
7 to 9	Communication	Forceful, optimistic, effervescent and enthusiastic "talker", good in high profile/public relations occupations.
5 to 7	Competitiveness	
5 to 7	Flexibility	These added dimensions would insure success in high profile manager, sales and PR positions.

EMOTIONAL DEVELOPMENT		
1 to 3	Energy	Must be placed in a position that allows them movement and the ability to burn off high levels of nervous energy. If not allowed to expend this pent up energy they may actually experience internalized discomfort, lose their temper, blow off steam, which can lead to disastrous results in the work place.
1 to 3	Emotional Development	
4 to 6	Energy	Has well-balanced sense of urgency and energy. Ideal combination for good level of drive.
4 to 6	Emotional Development	
7 to 9	Energy	May have the tendency to be downright lazy and difficult to motivate, cause to act or change. More oriented to work on a production line, at a desk, or a position that requires minimal amount of personal motivation.
8 to 9	Emotional Development	
7 to 9	Assertiveness	Individuals can become overly demanding and even adolescent in their behavior. This can become a highly explosive personality.
1 to 3	Emotional Development	
7 to 9	Competitiveness	May become mean, assaultive, and belligerent if provoked.
1 to 3	Emotional Development	
7 to 9	Distortion	High scores should be checked against validity scales. This dimension is most often exaggerated to appear "good natured".
7 to 9	Emotional Development	
ASSERTIVENESS		
1 to 3	Emotional Development	Individuals can become overly demanding and even adolescent in their behavior. This can become a highly explosive personality.
7 to 9	Assertiveness	
1 to 3	Flexibility	Increases the likelihood that the respondent may not adhere to the moral and ethical standards.
7 to 9	Competitiveness	
7 to 9	Assertiveness	This added dimension may emphasize the forcefulness this type may use to go beyond normal means to "get the reward".
1 to 4	Assertiveness	It is important to note that submissive individuals who are in a supervisor, foreman, plant manager, superintendent, manager position should not hire in their own image. A full dept, area or plant with poorly performing, submissive individuals may eventually have a dramatic effect on profits. Must emphasize the need and desire for sufficient levels of Assertiveness in management positions.
COMPETITIVENESS		
7 to 9	Competitiveness	May become mean, assaultive, and belligerent if provoked.
1 to 3	Emotional Development	
1 to 3	Flexibility	Increases the likelihood that the respondent may not adhere to moral and ethical standards.
7 to 9	Competitiveness	
MENTAL TOUGHNESS		
1 to 3	Energy	May feel the effects of stress and strain more severely. They may be less productive and spend more time contending with the physical ailments, which they are in fact experiencing.
1 to 3	Mental Toughness	

1 to 3	Flexibility	Indicates a pattern of extreme flexibility coupled with a high level of sensitivity. They exhibit a highly creative instinct and orientation.
1 to 3	Mental Toughness	
7 to 9	Flexibility	Lacks flexibility and does not see or recognize art and form, and the creative side of life. Not as aesthetically oriented.
7 to 9	Mental Toughness	
QUESTIONING AND PROBING		
No specific correlations with other dimensions are demonstrated. Note: Interpretations must be with respect to the environment from which the applicant comes.		
MOTIVATION		
7 to 9	Communication	Forceful, optimistic, effervescent and enthusiastic "talker", good in high profile/public relations occupations.
7 to 9	Motivation	
5 to 7	Competitiveness	These added dimensions would ensure success in high profile manager, sales and PR positions.
5 to 7	Flexibility	
SUCCESS CORRELATIONS		
4 to 6	Emotional Maturity	Indicates an aggressive individual with good drive balance and good achievement orientation.
4 to 6	Energy	
7 to 9	Motivation	
4 to 7	Communication	When all of the above, and these 3 dimensions are aligned, you have the potential for success in most managerial, supervisory and sales positions.
4 to 8	Assertiveness	
6 to 9	Mental Attributes	