

Personal Skills and Qualities Scores

Learners receive a **composite band rating** on a scale of Low to High. Each composite is calculated from dimension scores listed as behaviors. The following tables provides learners with the **composite score band narrative** to describe the composite levels and define behaviors at the composite level. It also includes **ways to change** with information on developing habits and example behaviors.

SELF-REGULATION describes the inclination to be diligent and responsible and to engage in self-control.

COMPOSITE LEVEL	COMPOSITE SCORE BAND NARRATIVE	WAYS TO CHANGE
Low Level	Self-regulation describes behaviors associated with diligence, responsibility, organization and self-control. Individuals who score at the Low level on Conscientiousness sometimes need a push to get started, don't always put things back in their proper place, can often be late and sometimes rush into action before considering consequences.	Individuals who score at the Low level on Self-Regulation who want to become more Self-Regulation-oriented may benefit from developing habits that, over time, may lead them to become more industrious and organized. To cultivate these habits, on a weekly basis, individuals scoring Low on Self-Regulation might consider intentionally carrying out behaviors like identifying a specific task or assignment and finishing it at least two days early, creating calendar reminders for upcoming tasks or assignments, or making a to-do list for the following day before going to bed.
Medium Level	Self-regulation describes behaviors associated with diligence, responsibility, organization and self-control. Individuals who score at the Medium level on Conscientiousness work as hard as most people and do not try to avoid duties. They make an effort to keep things in place even if they are not always successful at it and usually notice when something is out of place. They support major laws and regulations but might occasionally break small, inconsequential rules.	Individuals who score at the Medium level on Self-Regulation who want to become more Self-Regulation-oriented may benefit from developing habits that, over time, may lead them to become more industrious and organized. To cultivate these habits, on a weekly basis, individuals scoring Medium on Self-Regulation might consider intentionally carrying out behaviors like picking one specific task or assignment and doing their absolute best on it, taking an hour to focus on a task or assignment without any distractions (e.g., silence phone, turn off the TV), or arriving five minutes early for every meeting or schedule on their calendar.
High Level	Self-regulation describes behaviors associated with diligence, responsibility, organization and self-control. Individuals who score at the High level on Conscientiousness are highly organized, focused and believe in strict adherence to rules and regulations. They tend to go "above and beyond" what's required, putting forth extra effort when others depend on them.	Individuals who score at the High level on Self-Regulation may benefit from maintaining their current habits and behaviors. Individuals who want to become even more industrious and organized may want to be careful when doing so, as it is possible to be too Self-Regulation-oriented, which can sometimes be counterproductive.

EMOTION REGULATION describes the ability to monitor and manage emotions and behaviors associated with those emotions.

COMPOSITE LEVEL	COMPOSITE SCORE BAND NARRATIVE	WAYS TO CHANGE
Low Level	Emotional Regulation describes behaviors associated with adjustment, patience and well-being. Individuals scoring at the Low level on Emotional Stability believe they are prone to worry and may find it difficult to relax. They commonly describe themselves as moody and easily annoyed.	Individuals who score at the Low level on Emotional Regulation who want to become better at regulating their emotions may benefit from developing habits that, over time, may lead them to become more relaxed and calm. To cultivate these habits, on a weekly basis, individuals scoring Low on Emotional Regulation might consider intentionally carrying out behaviors like listing the pros and cons of stressful educational or career decisions, spending at least five minutes per day journaling about their strengths and skills and writing down potentially positive outcomes to a difficult situation when they feel discouraged by it.
Medium Level	Emotional Regulation describes behaviors associated with adjustment, patience and well-being. Individuals scoring at the Medium level on Emotional Stability sometimes worry about things, or get aggravated, but not too often. They occasionally can be sad, but they cheer up quickly.	Individuals who score at the Medium level on Emotional Regulation who want to become better at regulating their emotions may benefit from developing habits that, over time, may lead them to become more relaxed and calm. To cultivate these habits, on a weekly basis, individuals scoring Medium on Emotional Regulation might consider intentionally carrying out behaviors like taking two minutes to reflect on the positive qualities of a classmate or coworker they're upset with, seeking social support from family and friends when they feel stressed, or making a list of fun activities and then actually doing one of them.
High Level	Emotional Regulation describes behaviors associated with adjustment, patience and well-being. Individuals scoring at the High level on Emotional Stability have a positive outlook on life, can handle stressful situations well and rarely get angry or annoyed, even under trying conditions or when experiencing setbacks.	Individuals who score at the High level on Emotional Regulation may benefit from maintaining their current habits and behaviors. Individuals who want to become even more relaxed and calm may want to be careful when doing so, as it is possible to be too emotionally stable, which can sometimes be counterproductive.

ENGAGING WITH OTHERS describes behaviors associated with how we socialize with and influence other people.

COMPOSITE LEVEL	COMPOSITE SCORE BAND NARRATIVE	WAYS TO CHANGE
Low Level	Engaging with Others describes behaviors associated with sociability and leadership. Individuals who score at the Low level on Extraversion believe that it takes a while for others to get to know them as well as for them to get to know others. They say that being a leader is not that important to them but will occasionally lead a group.	Individuals who score at the Low level on Engaging with Others who want to become more socially engaged may benefit from developing habits that, over time, may lead them to become more outgoing and assertive. To cultivate these habits, on a weekly basis, individuals scoring Low on Engaging with Others might consider intentionally carrying out behaviors like expressing their opinions during a class or meeting, introducing themselves (e.g., “What job do you do?”, “What subject are you studying?”) and seeking out and attending campus or workplace-sponsored activities (e.g., community volunteering, governance).
Medium Level	Engaging with Others describes behaviors associated with sociability and leadership. Individuals who score at the Medium level on Extraversion typically consider their social skills to be about average. Although they can be persuasive, they generally prefer to let others lead a discussion.	Individuals who score at the Medium level on Engaging with Others who want to become more socially engaged may benefit from developing habits that, over time, may lead them to become more outgoing and assertive. To cultivate these habits, on a weekly basis, individuals scoring Medium on Engaging with Others might consider intentionally carrying out behaviors like asking a coworker or classmate they don’t know very well to get some coffee, proactively taking on a leadership role in a class or workplace project or organizing a social outing and inviting classmates or coworkers to attend.
High Level	Engaging with Others describes behaviors associated with sociability and leadership. Individuals who score at the High level on Extraversion enjoy meeting new people and making friends, enjoy supervisory roles and positions of responsibility and often end up leading groups they join.	Individuals who score at the High level on Engaging with Others may benefit from maintaining their current habits and behaviors. Individuals who want to become even more socially engaged and assertive may want to be careful when doing so, as it is possible to be too socially engaged, which can sometimes be counterproductive.

TEAMWORK describes behaviors associated with collaborating, cooperating and building trust.

COMPOSITE LEVEL	COMPOSITE SCORE BAND NARRATIVE	WAYS TO CHANGE
Low Level	Teamwork describes behaviors associated with cooperation with and consideration of others. Individuals who score at the Low level on Agreeableness are kind to people they know and can trust but believe that it is not possible to get along with everyone and they are not normally affectionate.	Individuals who score at the Low level on Teamwork who want to become more collaborative may benefit from developing habits that, over time, may lead them to become more cooperative and polite. To cultivate these habits, on a weekly basis, individuals scoring Low on Collaboration might consider intentionally carrying out behaviors like asking a classmate or coworker they are friends with how they are doing and really listening to them, asking them if they need help with anything and then helping them without expecting anything in return, or genuinely complimenting them by saying something positive about their personality.
Medium Level	Teamwork describes behaviors associated with cooperation with and consideration of others. Individuals who score at the Medium level on Agreeableness typically feel close to friends and coworkers and say that others think of them as good listeners. They do what is expected of them and consider others' opinions before making a decision.	Individuals who score at the Medium level on Teamwork who want to become more collaborative may benefit from developing habits that, over time, may lead them to become more cooperative and polite. To cultivate these habits, on a weekly basis, individuals scoring Medium on Collaboration might consider intentionally carrying out behaviors like doing a favor for a classmate or coworker when they ask for one, purposefully saying something positive to a classmate or coworker when they would prefer to say something negative, or apologizing to someone if they get into an argument with them, even if they don't expect an apology in return.
High Level	Teamwork describes behaviors associated with cooperation with and consideration of others. Individuals who score at the High level on Agreeableness are often sought out for advice. They are generally viewed as pleasant to be with, are on good terms with others and are kind and polite to others even when they do not have to be.	Individuals who score at the High level on Teamwork may benefit from maintaining their current habits and behaviors. Individuals who want to become even more cooperative and polite may want to be careful when doing so, as it is possible to be too collaborative, which can sometimes be counterproductive.

INNOVATIVENESS describes the desire to seek and use novel information and to generate original ideas and approaches.

COMPOSITE LEVEL	COMPOSITE SCORE BAND NARRATIVE	WAYS TO CHANGE
Low Level	Innovativeness describes behaviors associated with curiosity, creativity and intellectual orientation. Individuals scoring at the Low level on Openness are interested in learning but do not like getting into details. They see themselves as having strengths in areas other than thinking through complex problems or applying ideas in new ways, such as in recognizing and improving on the works of others.	Individuals who score at the Low level on Innovativeness who want to become more innovative may benefit from developing habits that, over time, may lead them to become more curious and intellectual. To cultivate these habits, on a weekly basis, individuals scoring Low on Innovativeness might consider intentionally carrying out behaviors like spending two minutes reflecting on what they learned in class or at work, then generating two questions about the topic they would like to know the answers to, spending at least 30 minutes reading a book that expands on a topic they learned about in class or at work, or spending time reflecting on all the new things they learned throughout the day before going to bed.
Medium Level	Innovativeness describes behaviors associated with curiosity, creativity and intellectual orientation. Individuals scoring at the Medium level on Openness can be creative in certain areas, believe there is always room to learn more, see themselves as able to learn with enough time and practice and are quick to learn from their mistakes.	Individuals who score at the Medium level on Innovativeness who want to become more emotionally stable may benefit from developing habits that, over time, may lead them to become more curious and intellectual. To cultivate these habits, on a weekly basis, individuals scoring Medium on Innovativeness might consider intentionally carrying out behaviors like identifying a topic of interest to them and going to a lecture or watching an online video on it, asking a classmate or coworker their opinion on a topic they know does not disagree with their own and then asking questions to help them understand why they have that opinion, or seeking out a classmate or coworker from a different culture and asking questions to help them understand the different culture better.
High Level	Innovativeness describes behaviors associated with curiosity, creativity and intellectual orientation. Individuals scoring at the High level on Openness like mentally challenging tasks, are known for their unique ideas and have a constant desire to learn more.	Individuals who score at the High level on Innovativeness may benefit from maintaining their current habits and behaviors. Individuals who want to become even more curious and intellectual may want to be careful when doing so, as it is possible to be too innovative, which can sometimes be counterproductive.