



APPENDIX - I

(1) Realistic Orientation

Ability to “size up” the immediate situation. Being “well grounded” and “realistic” and not involving in excessive fantasizing, daydreaming or having a sentimental approach to life.

Clear Ambiguous Relevant Not so Irrelevant
Relevant

1. I believe that the hard realities in life are much more important than lofty ideas.
2. I’m aware of what’s happening around me even when I’m upset
3. I try to see things the way they are.
4. Sometimes, I get carried away with my fantasies.
5. I am capable of differentiating between the make believe world and hard reality.
6. I am well grounded into the reality of my immediate life situation.
7. One should be practical even if it may be difficult at times.
8. Consistency is very important in life.
9. I believe in conforming to the realities of life.
10. I have a sense of what’s achievable and what’s not
11. It’s hard for me to understand my feelings.
12. I tend to fade out and lose contact with my surroundings.
13. Idealism has no place in my life.

(2) Self Assertion

Ability to stand up against all odds and not let people take you for granted or dominate you unreasonably.

Clear Ambiguous Relevant Not so Irrelevant
Relevant

1. I can say ‘no’ to unreasonable demands.
2. I have set boundaries upon my ‘yes’.
3. My refusal is usually quite polite but firm.
4. I use a definite tone of voice when I have to refuse.
5. Usually I can’t be forced into doing things that I wouldn’t want to.
6. I don’t allow people to take me for granted.
7. Although I am open to suggestions, the final decision is always mine.

8. I stand up for my rights.
9. Every individual should be respected irrespective of his status.
10. A wife has a right to say 'no' to her husband if she feels that way
11. People from socially backward class are entitled to certain basic amenities in life.
12. Every individual should be treated euqally.
13. Everybody should have the right to voice their views.
14. Irrespective of one's age, sex, race or religin, he/she should strive for his/her rights.

(3) Impulse Control

Rarely impatient, don't overreact or lose control. They are composed and control aggressive impulses

Clear Ambiguous Relevant Not so Relevant Irrelevant

1. I have full control over my emotions.
2. My emotions are visible only when its absolutely required.
3. I do a lot of cool thinking before taking a decision.
4. Frustrating situations can be handled best when one is in complete control of his/her emotions.
5. Patience can work wonders in controlling impulsiveness.
6. Uncontrolled anger can lead to costly consequences.
7. I can control my anger even when it feels like an upheaval task.
8. Impulsive decisions are not useful.
9. When you shoot things out of your mouth without thinking, it can be disastrous.
10. Keeping a check on impulses is a sign of emotional maturity.
11. If I have desire for something, then I can go to any extent to fulfil it.
12. Anger should be controlled at any cost.
13. Even if I dislike something, I don't get abusive.

(4) Empathy

Aware of and appreciative of the feelings of others Ability to “emotonally read” other peoplw
i.e. te capacity to get into others shoes

	Clear	Ambiguous	Relevant	Not so Relevant	Irrelevant
1.	I’m deeply involved with others’ feelings.				
2.	I have an urge to help people in need.				
3.	My friends can confide in me because I’m a good listener.				
4	I can place myself in someone else’s shoes and feel like him.				
5.	If somebody I like is upset, I also get upset.				
6.	I avoid hurting others’ feelings.				
7.	A high level of understanding is very essential for empathising.				
8.	I care for the feelings of even those who are mere acquaintance.				

(5) Communication & Cooperation

Communicationg what is required and what is expected using unambiguous language and symbols and extending a hand of cooperation as and when required.

	Clear	Ambiguous	Relevant	Not so Relevant	Irrelevant
1.	I communicate my views clearly to my peers, superious and subordinates.				
2.	I communicate fearlessly.				
3.	I explain things in simple, unambiguous language.				
4.	I listen to people carefully.				
5.	People can very well understand what I communicate.				
6.	I’m prepared to ignore personal difference in the interest of my team.				
7.	I voice my views openly.				
8.	I don’t mince words when I have to express my views even if it is controversial.				
9.	I believe that qualities and viewpoints of individual members in a team should complement rather than contradict each other.				

- 10. I can be flexible when it comes to team development.
- 11 I will support a joint effort for problem solving.
- 12 I believe that open and clear communication is a function is a function of emotional maturity.

(6) Optimism

Ability to look at the brighter side of life and maintain a positive attitude even in the face of adversity.

	Clear	Ambiguous	Relevant	Not so Relevant	Irrelevant
1.	Even in the worst situation, I remain a positive thinker.				
2.	I see an opportunity in every calamity.				
3	Cheerfulness, despite being faced with setbacks is the key to success.				
4.	I'm sure of myself whenever I have to take an initiative.				
5.	I go by my convictions even if I'm discouraged by people around me.				
6.	People have found it difficult to discourage me.				
7.	I believe that "hope should never die".				
8.	I'm confident of handling upsetting situations.				
9.	Criticisms don't deter me.				
10.	My sense of humor sees me through difficult times.				
11.	I'm respected for my "never say die" attitude.				

(7) Self Awareness

Being conscious of what one wants. They are "in touch" with their own feelings, sentiments and conscious and unconscious desires.

	Clear	Ambiguous	Relevant	Not so Relevant	Irrelevant
1.	I'm aware of my needs.				
2.	I know myself.				
3.	I'm always aware of my surroundings.				
4.	I'm sure of what I want.				
5.	I'm conscious of what's happing to me even when I'm upset.				

- 6 When I'm upset, I'm fully aware of the reason for it.
- 7 I'm touch with my emotions
- 8 I know my strengths and weakness.
- 9 I have a realistic view of my abilities.
- 10 I'm aware of not just my consicous desire but also my unconscious desires.

(8) Innovative/Creative Instincts

They are creative and revolutionaly and like variety in life and their approach.

	Clear	Ambiguous	Relevant	Not so Relevant	Irrelevant
1.	I have a fascination for new and unusual ideas.				
2.	I'm fond of generating of new ideas.				
3.	Most of my ideas and suggestions are accepted by people around me.				
4.	My ideas and suggestions work.				
5.	I go for realistic ideas.				
6.	New ideas and solutions seem exciting to me.				
7.	I consider my ability to see the value of an idea useful.				
8.	I have the ability to define a concept in a new way.				
9.	When faced with a problem, I try new ways of problem solving.				
10.	I believe that "variety is the spice of life".				
11.	I wouldn't mind breaking the rules for once.				

(9) Risk Taking

Is ready to take a chance even if it means a possibility to face unfortuante consequences

	Clear	Ambiguous	Relevant	Not so Relevant	Irrelevant
1.	I'm adventurous.				
2.	I'm not worried about the consequences of doing something new.				
3.	I take a chance with new ideas if there is a risk of it failing.				
4.	I take it in my stride even if the consequence of starting something new is harmful to me.				

5. I would prefer to continue taking risky steps even if I failed in such actions previously.
6. Even if I don't initiate an idea myself, I can easily recognize the potential of an idea put forth by somebody else.
7. I believe that even if an idea is new, one should take a chance.
8. The famous saying that "failures are the pillars of success" is an excellent view.
9. I believe that people who can visualize the power of an idea should get as much credit as those who implement them in action.
10. I prefer to "look before I leap".

(10) Analytical

Wouldn't jump to conclusions. They get to the root of the problem by going into all aspects of the problem.

	Clear	Ambiguous	Relevant	Not so Relevant	Irrelevant
1.	I'm analytical in my approach.				
2	Although I'm analytical, I also like being original.				
3.	A lot of thinking goes into my work.				
4.	I prefer orgnaized work.				
5.	I have a clear understanding of what I want.				
6.	I don't give up easily, I probe and probe and probe till I get into the root of an issue.				
7.	I believe that its very important to get to the root of every problem.				
8	I look at all possibilities before deciding.				
9.	I believe its better to clarify things in the beginning of a problem itself rather than waiting for a later stage.				

(11) Social Self/Effective Relationships

They nurture and maintain relationships, are friendly and helpful.

	Clear	Ambiguous	Relevant	Not so Relevant	Irrelevant
1					
2.					
3.					
4.					
5					
6					
7.					
8.					
9.					
10.					
11.					
12.					
13.					

(12) Conventional

They prefer doing time-tested things than doing something different, new or innovative.

	Clear	Ambiguous	Relevant	Not so Relevant	Irrelevant
1.					
2.					
3.					
4.					
5.					
6.					
7.					
8.					

(13) Enterprising/Initiative Taker

They are dynamic and have a sense of adventure. They take calculated risk in innovating.
They are capable of initiating.

- | | Clear | Ambiguous | Relevant | Not so
Relevant | Irrelevant |
|----|--|-----------|----------|--------------------|------------|
| 1. | I often venture out into unknown areas on my own. | | | | |
| 2. | I'm ambitious. | | | | |
| 3. | I'm enthusiastic about most things. | | | | |
| 4. | I believe that one should adopt a dynamic approach to life. | | | | |
| 5. | One should never hesitate to diversify as when required. | | | | |
| 6. | It gives me a thrill to do new things. | | | | |
| 7. | People who are ready to take the plunge should be appreciated. | | | | |
| 8. | Initiative takers are highly motivated individuals. | | | | |

(14) Artistic

Highly emotional. They find a way of expressing their emotions through creativity.

- | | Clear | Ambiguous | Relevant | Not so
Relevant | Irrelevant |
|-----|---|-----------|----------|--------------------|------------|
| 1. | I prefer activities that allow creative expression. | | | | |
| 2. | I'm so engrossed with my artistic pursuits that I hardly bother about the way I look. | | | | |
| 3. | People tell me that I'm easy going. | | | | |
| 4. | One should be orderly in life. | | | | |
| 5. | I'm highly emotional. | | | | |
| 6. | I express my emotions through my creativity. | | | | |
| 7. | I indulge in wild imaginations. | | | | |
| 8. | I often get impulsive. | | | | |
| 9. | I'm a sensitive person | | | | |
| 10. | I'm idealistic in my thinking. | | | | |
| 11. | People think that I have crazy way of doing things. | | | | |
| 12. | Beauty excites me. | | | | |
| 13. | I'm often sentimental about life. | | | | |
| 14. | I tend to be impractical at times. | | | | |

(15) Being Honest with Oneself

Knowing what one wants and doing what one believes in despite conflicting situations demanding from him opposite of what he acutally believes in.

	Clear	Ambiguous	Relevant	Not so Relevant	Irrelevant
1	I never go against my beliefs.				
2.	Its hard for me to compromise if its against my beliefs.				
3.	I believe that the people who do not compromise on their fundamental values get the maximum respect in society.				
4.	I can be flexible whenever necessary and sensitive to others' needs.				
5.	I do stick to my beliefs even if it may mean lots of personal hardship to me.				
6.	At the end of the day, I should have a clear conscience.				
7.	I stick to my beliefs even if it means hurting somebody.				
8.	I have immense faith in my values and beliefs.				
9.	I don't think I'm being dishonest if I speak harmless lies.				
10	I speak the truth even if it is difficult for me otherwise.				
11.	Even when told by my superiors, I cannot do anything against my conscience.				

(16) Accepting Full Responsibility

Not running away from owning the responsibility of ther actions and willingness to take positions of responsibility.

	Clear	Ambiguous	Relevant	Not so Relevant	Irrelevant
1.	I accept my mistake and take full responsibility for committing it.				
2.	I'm often assigned responsible tasks because people have faith in me.				
3.	I wouldn't hesitate to take up a challenging task even if I've failed previously.				
4.	I have full faith in my abilities.				
5.	People trust me beacause I can make things happen				

- 6. One should never run away from owing responsibility, however though it may be.
- 7. Owing responsibility is a sign of maturity.
- 8. I like to shoulder more and more responsibilities.
- 9. Accepting and owing responsibility is a sign of maturity.

(17) Keeping Promise

Sticking to one’s word irrespective of its consequence.

	Clear	Ambiguous	Relevant	Not so Relevant	Irrelevant
1.	I promise only for what I can deliver.				
2.	I try to keep my words even if it				
3.	I try to fulfill my promise irrespective of its consequence.				
4.	I often go beyond my promise.				
5.	When I smell trouble, I go back on my word.				
6.	Sometimes I gives false assurances inorder to make somebody feel better.				
7.	People around me know that if I’ve promised, I’ll surely live up to it.				
8.	When I fail to keep my promise, I feel it is better to deny it altogether that I ever made it.				

(18) Avoiding Hidden Agenda

Avoiding those agenda wich may hamper one’s interpersonal relationship and being open in one’s intentions.

	Clear	Ambiguous	Relevant	Not so Relevant	Irrelevant
1.	I’m open about my intentions.				
2.	The information that I believe I don’t need to share with others, I hide it completely even if it may be important for others to know.				
3.	I can share my ideas openly.				
4.	I avoid discussing those matters which might hamper my relationship with others				

5. Even if I disagree with someone's views, I'd much rather say it than keep it to myself.
6. Hiding things is bad for interpersonal relationships.
7. I do not play games while interacting with people.
8. I hide information because I fear competition.
9. I believe in the validity of the maxim "say it than be damned".
10. I believe that people who think, feel and speak differently are hypocrites.

(19) Having the Courage to Lead Oneself and One's Team or Enterprise with Honour
 Leading fearlessly without worrying about obstacles and without stooping to a less honourable level
 Having the courage to take the leadership role and take initiative at the time need

Clear Ambiguous Relevant Not so Relevant Irrelevant

1. I don't care about the obstacles that may come my way while leading.
2. When I take initiative, I do that without fear or apprehensions.
3. I'm fully committed to the cause that I take up.
4. I try to instill the same commitment in my team with which I work.
5. I believe that a feeling of interpersonal trust is essential within a team.
6. People look up to me for leadership when it comes to acting courageously.
7. I don't play dirty to get ahead of others.
8. I believe that valour and courage are important in life.
9. I believe that perseverance and hard work pays.
10. One of the ways to reach high in life is by being in the good books of influential people.
11. I do not stoop to a level which belittles my dignity.

(20) Well Adjusted

Optimum level of adjustment in the area of home, health, social and emotional life.

	Clear	Ambiguous	Relevant	Not so Relevant	Irrelevant
1.	I have difficulty in making appropriate remarks in group conversations.				
2.	I enjoy social gatherings.				
3	I feel lonely even when I'm with people.				
4.	I get angry easily.				
5.	I felt hurt on the slightest hint of it.				
6.	I suffer frequently from headaches.				
7.	I'm moved to tears very easily.				
8.	I frequently feel tired and exhausted at the end of the day.				
9.	I have sleepless nights.				
10.	I suffer spells of dizziness.				
11.	I have experienced lack of real love and affection at home.				
12.	I often feel like running away from home.				
13	I felt conscious about the way I look.				
14.	Very often, I have difficulty thinking clearly.				