

*If you answered “Other” to the question above, please tell us what other KSAOs are important in your selection of graduate students. Please limit your response to THREE including those you selected above.*

<b>Category</b>	<b>“Other” KSAOs</b>
Personality Characteristics	<ul style="list-style-type: none"> <li>• Personality Trait: Conscientiousness</li> <li>• A motivation to learn and contribute</li> <li>• Ability to work in an assertive, ambiguous environment</li> <li>• Dependability: reliability and organization</li> </ul>
Specific KSAOs	<ul style="list-style-type: none"> <li>• Knowledge of 360-degree feedback methodology</li> <li>• International/Global work/educational experience</li> <li>• Demonstrated passion for survey work</li> <li>• Knowledge of technology, knowledge of selection systems</li> <li>• Basic understanding of test development and validation</li> <li>• Fundamental understanding of test development</li> <li>• Interest in research topics within scope of our agency requirements</li> </ul>
General KSAOs	<ul style="list-style-type: none"> <li>• Ability/Education/Experience: "thinking like a psychologist"</li> <li>• Breadth of exposure to I/O subject matter</li> <li>• Interest in I/O Psychology in particular and in business in general</li> <li>• Reasoning skills</li> <li>• Mental ability</li> </ul>
Academics	<ul style="list-style-type: none"> <li>• Academic performance and potential</li> <li>• Actively pursuing a Ph.D.</li> </ul>