

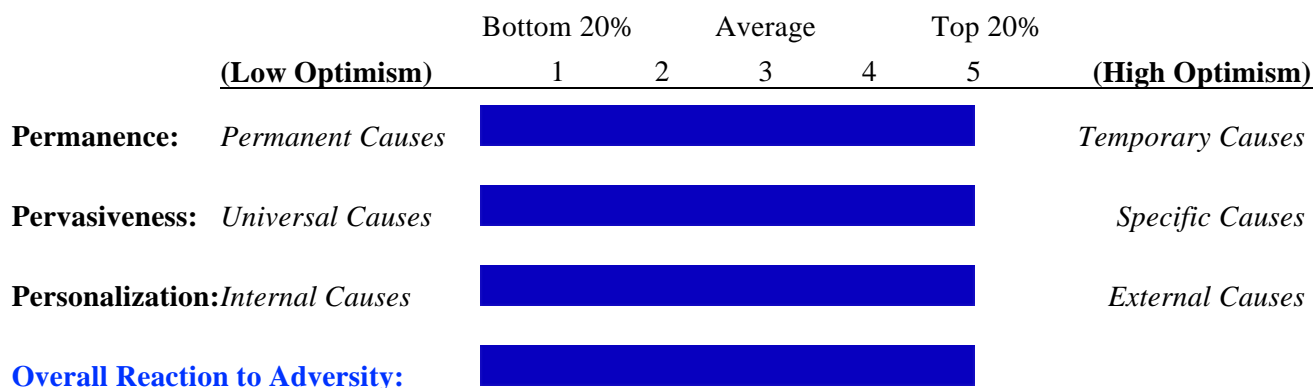
- Maintain confidence, determination and enthusiasm following setbacks
- Are energized by success to seek out more challenges and opportunities
- Believe success is achievable

DETAILED EVALUATION

Following are the scores for each of the dimensions that make up the Overall Optimism Score. These scores identify specific areas of strength and limitation, which will facilitate the training and development process.

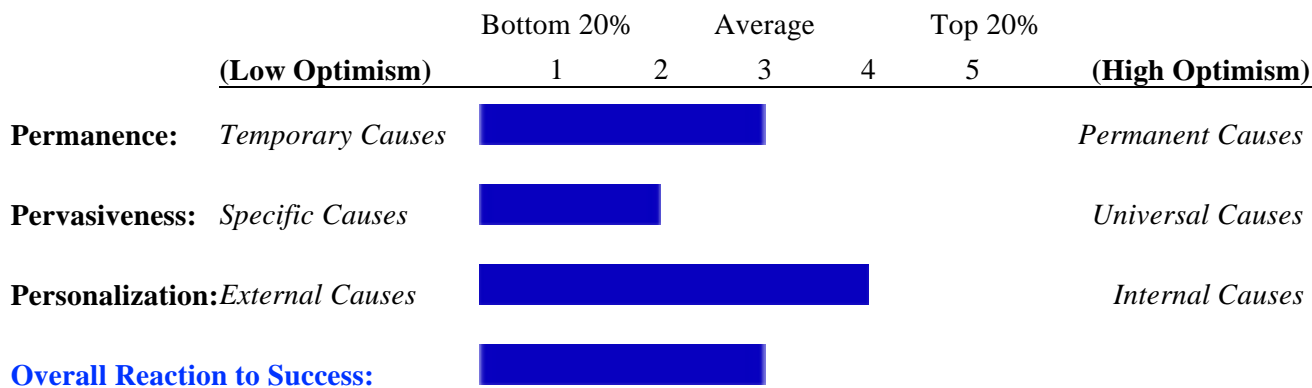
Reaction to Adversity Scores

Success begins with how we manage our reactions to adversity. The Reaction to Adversity scores are a measure of how the test-taker interprets adversity. Individuals with high optimism believe that setbacks typically have temporary, specific and external causes. Individuals with low optimism believe that setbacks tend to have permanent, universal, and internal causes. The higher the optimism, the greater the probability of success in situations that require resilience and persistence to overcome adversity.



Reaction to Success Scores

Reaction to Success is a measure of how the test-taker interprets successes in his life. Individuals with high optimism believe that successes typically have permanent, universal, and internal causes. Individuals with low optimism believe that successes tend to have temporary, specific and external causes. Those with high optimism are more likely to have increased motivation after success than those with low optimism.



Reaction to Adversity Score Interpretation

Permanence: This score measures whether the test-taker believes setbacks have permanent or temporary causes -- whether adversity is perceived as unrelenting or short-lived. Individuals who believe setbacks have temporary causes are more likely to recover quickly from defeat than those who believe setbacks have permanent causes. A score of "5" is the best optimism score for this dimension. Individuals with high optimism scores for this dimension are more likely than low optimism scorers to expect setbacks to be temporary, and will tend to take the actions necessary to overcome obstacles on the road to success. Those with high optimism scores are more likely to bounce back quickly following defeats, returning immediately to the task at hand with little, if any, decline in motivation.

Pervasiveness: This score measures the extent to which the test-taker catastrophizes setbacks -- whether setbacks are perceived as overwhelming disasters or as manageable hurdles that can be overcome. Individuals who believe setbacks have specific causes are more likely to experience an isolated effect from their failures, whereas those with universal causes will tend to allow their failures to undermine many areas of their life. A score of "5" is the best optimism score for this dimension. Individuals with high optimism scores for this dimension are more likely than those with low scores to believe that the causes of setbacks have a limited impact and will not lead to failure in other areas of life. After experiencing defeat, the high optimism scorers are less likely to become discouraged -- failure in one situation is unlikely to diminish their motivation or effectiveness in other situations.

Personalization: This score measures whether the test-taker excessively blames him/herself for failure or blames external factors. Individuals who attribute setbacks to external causes are less likely to lose confidence after a setback than those with internal causes. Although people should take responsibility for their actions, some people take more responsibility for negative events than is justified. A score of "5" is the best score for this dimension. Individuals with high optimism scores for this dimension are less likely than those with low scores to take rejection or failure too personally. Those with high optimism scores are less likely to dwell on or punish themselves over failures and will maintain confidence after setbacks.

Overall Reaction to Adversity: This score combines the three Reaction to Adversity dimensions above. A score of "5" is the best optimism score for this dimension. Individuals with high optimism scores for this dimension are more likely than those with low optimism scores to cope well with frequent stress and frustration and persevere in finding solutions to difficult problems. Following defeat, those with high optimism scores are less likely to become discouraged and they will maintain motivation. For high optimism scorers, adversity is perceived as a challenge that can and will be overcome rather than as an insurmountable obstacle to be avoided. Failure is seen as a stepping stone to success.

Reaction to Success Score Interpretation

Permanence: This score measures whether the test-taker believes successes have permanent or temporary causes -- whether success will occur frequently or be short-lived. Individuals who believe their successes have permanent causes are more likely to be highly motivated for a long time following success than those who believe their successes have temporary causes. A score of "5" is the best optimism score for this dimension. Individuals with high optimism scores for this dimension are more likely than those with low optimism scores to believe success can be attained repeatedly in the future and therefore they will typically take the actions necessary to achieve success. Those with high optimism scores will tend to be more highly motivated for a long time following success. Each success will likely spur them on to pursue more success.

Pervasiveness: This score measures the extent to which the test-taker generalizes his successes. For individuals who believe their successes have universal causes, success is more likely to positively influence many areas of their life than for those with specific causes. A score of "5" is the best optimism score for this dimension. Individuals with high optimism scores for this dimension are more likely than those with low scores to believe the causes of success impact more than just one particular area of their life. Success in one situation is therefore more likely to spill over into many areas of the high optimism scorer's life, increasing motivation and determination in other situations.

Personalization: This score measures whether the test-taker credits him/herself for successes or credits external factors. Individuals who attribute success to internal causes are more likely to gain confidence after success than those who attribute success to external causes. A score of "5" is the best score for this dimension. Individuals with high optimism scores for this dimension are more likely than those with low scores to believe they are responsible for their successes and will therefore tend to gain confidence following success.

Overall Reaction to Success: This score combines the three **Reaction to Success** dimensions above. A score of "5" is the best optimism score for this dimension. Individuals with high optimism scores for this dimension are more likely than those with low optimism scores to be highly energized by success to pursue more success. For the high optimism scorers, success is more likely to breed success, as each accomplishment will increase motivation and enthusiasm. They will tend to seek out many challenges and opportunities for further success.

IMPORTANT NOTE: Questionnaires like this are not infallible and do not predict the future with certainty, they simply give statistical probabilities. Only the **Overall Optimism Score** has been statistically validated for personnel selection purposes -- for selecting salespeople. All other scores should be used only for personnel training and development purposes. If the Overall Optimism Score is used for selecting salespeople, it should not be used as the sole basis for any hiring decision, but is intended for use in conjunction with other valid selection methods. Research has shown that, **on the average**, individuals with high optimism will significantly outproduce those with low optimism.

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