

Factor Ratings

Factor	Range of Ratings
Knowledge	1 to 9
Interpersonal Skills	1 to 9
Physical Effort	1 to 6
Concentration	1 to 8
Complexity	1 to 9
Accountability/Decision Making	1 to 9
Impact	1 to 8
Development and Leadership	1 to 7
Environmental Working Conditions	1 to 7