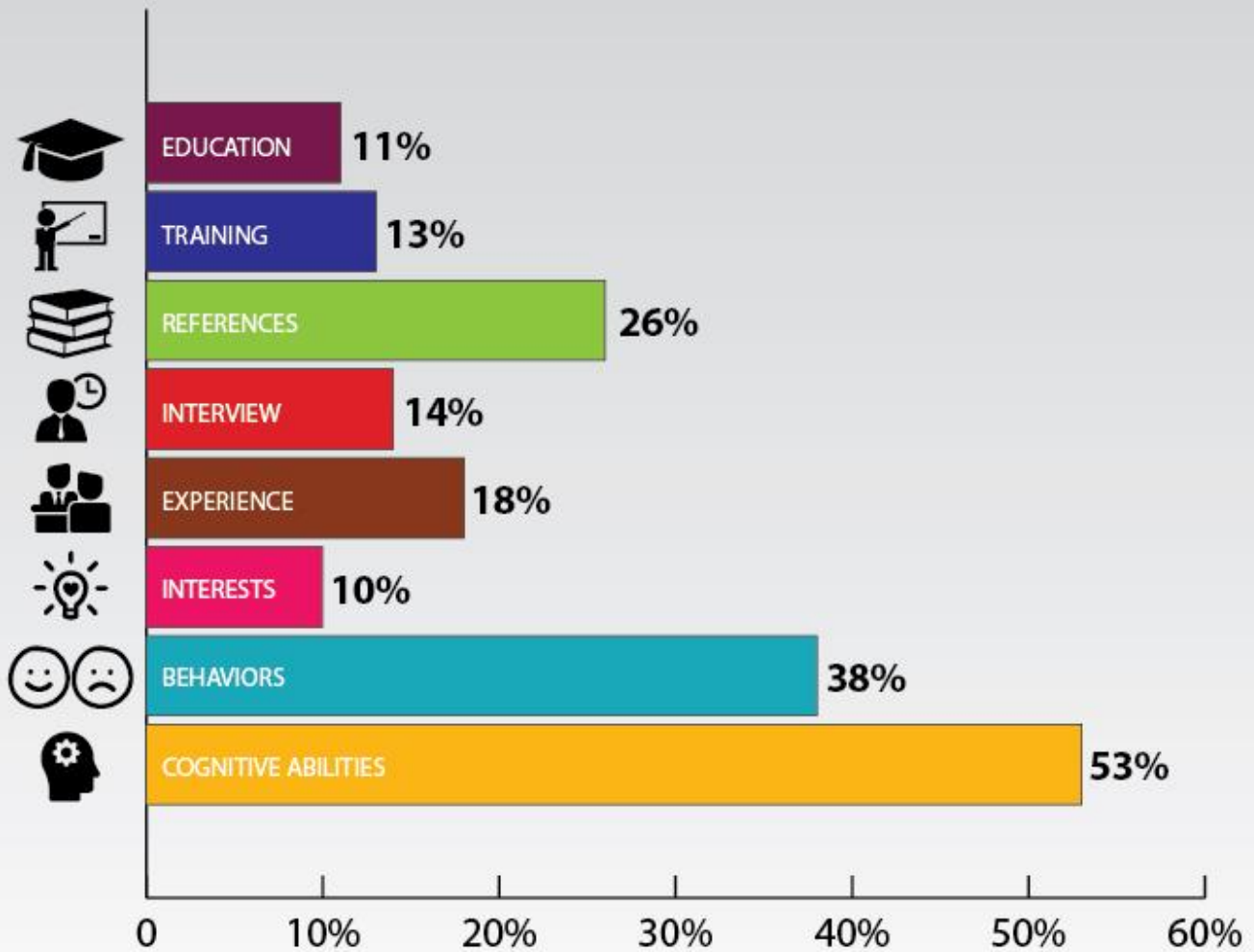


HOW WELL DOES EACH FACTOR CORRELATE WITH ON THE JOB SUCCESS?



Source: Professor Mike Smith, University of Manchester; John E. Hunter & Rhonda Hunter, "Validity and Utility of Alternative Predictors of Job Performance"; Psychological Bulletin, Vol. 96, No. 1, p. 90; Robert P. Tett, Douglas N. Jackson and Mitchell Rothstein, "Personality Measures as Predictors of Job Performance: A Meta-Analytical Review"; Personnel Psychology, p. 703, Michigan state University's School of Business