

# DSQ Job Analysis Questionnaire: Uncovering the Key Traits for Success

**INSTRUCTIONS:** Review the job-related competencies on the left and indicate how important this behavior is to this position by checking the box that corresponds to the column header. Add up the numbers next to each checked box and enter the sum in the box next to "Total." See the legend on page 2 to determine which traits are most important to success in this role.

Job Competencies	Not Important	Somewhat Important	Important	Very Important
<b>1. RESISTANT VS. ACCOMMODATING</b>				
Follow procedures without questioning them	1	2	3	4
Follow rules without questioning them	1	2	3	4
Question how things are done	4	3	2	1
<b>TOTAL:</b>				
<b>2. ANXIOUS VS. CALM</b>				
Take action in stressful situations	4	3	2	1
Notice risks immediately	4	3	2	1
Keep calm in stressful situations	1	2	3	4
<b>TOTAL:</b>				
<b>3. IMPATIENT VS. PATIENT</b>				
Patiently deal with others	1	2	3	4
Control emotions under stress	1	2	3	4
Be assertive with others in urgent situations	4	3	2	1
<b>TOTAL:</b>				
<b>4. DISTRACTIBLE VS. FOCUSED</b>				
Focus on one task at a time	1	2	3	4
Do repetitive tasks for long periods of time	1	2	3	4
Do multiple tasks at once	4	3	2	1
<b>TOTAL:</b>				



Job Competencies	Not Important	Somewhat Important	Important	Very Important
<b>5. IMPULSIVE VS. CAUTIOUS</b>				
Get input from others before deciding	1	2	3	4
Carefully analyze situations before deciding what to do	1	2	3	4
Decide quickly without consulting others	4	3	2	1
<b>TOTAL:</b>				
<b>6. THRILL-SEEKING VS. APPREHENSIVE</b>				
Hesitate when facing danger	1	2	3	4
Avoid risky tasks	1	2	3	4
Take risks	4	3	2	1
<b>TOTAL:</b>				

**SCORING LEGEND**

Dimension	Total	If the total sum for this dimension is <b>3-6</b> , the following trait is highly desirable:	If the total sum for this dimension is <b>9-12</b> , the following trait is highly desirable:
1.		<b>RESISTANT</b>	<b>ACCOMMODATING</b>
2.		<b>ANXIOUS</b>	<b>CALM</b>
3.		<b>IMPATIENT</b>	<b>PATIENT</b>
4.		<b>DISTRACTIBLE</b>	<b>FOCUSED</b>
5.		<b>IMPULSIVE</b>	<b>CAUTIOUS</b>
6.		<b>THRILL-SEEKING</b>	<b>APPREHENSIVE</b>

**Note:** If the total sum is **7-8**, this dimension may not be critical to success in this role.