

THE FIVE-FOLD GRADING SYSTEM (MUNRO FRASER)

- 1 Impact on others
 - Physical make-up
 - Appearance
 - speech & manner

- 2 Acquired qualifications
 - Education
 - vocational training
 - work experience

- 3 Innate abilities
 - Natural quickness of comprehension and aptitude for learning

- 4 Motivation
 - Kinds of goals set by the individual
 - consistence and determination in following them through
 - success in achieving them

- 5 Adjustment
 - Emotional stability
 - ability to stand up to stress
 - ability to get on with people