

APPENDICES

Identification, Development, and Validation of Predictors for Successful Lawyering

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**Table 1:
Descriptives for Alumni Sample: n = 1148**

		Frequency	Percent		
School	Hastings	410	35.7		
	Berkeley	738	64.3		
Sex	Female	652	56.8		
	Male	496	43.2		
Ethnicity	Caucasian	786	68.5		
	African American	87	7.6		
	Hispanic	88	7.7		
	Asian/Pacific Islander	128	11.1		
	Native American	5	.4		
	Mixed Race/Ethnicity	39	3.4		
	Missing	15	1.3		
Currently practice law?	Yes	1048	91.3		
	Not currently, but have held a law or law-related job within the last 2 years	34	3.0		
	Not currently, and have NOT held a law or law-related job within the last 2 years	60	5.2		
	Missing	6	.5		
Work Setting	Private Practice	-- Solo practice	125	10.9	
		-- Small firm (2-10 attorneys total)	131	11.4	
		-- Small-medium firm (11-50 attorneys total)	102	8.9	
		-- Medium firm (51-150 attorneys total)	55	4.8	
		-- Large firm (151+ attorneys total)	191	16.6	
	In-house Counsel:	-- Business	101	8.8	
		-- Non-profit	15	1.3	
	Government Practice		157	13.7	
	Public Interest Practice		50	4.4	
	Dispute Resolution	-- Judge (including Magistrate, ALJ, or Judicial Staff/Clerks)	42	3.7	
		-- Private Arbitrator, Mediator	10	.9	
	Academic/Education		-- Law School Faculty	35	3.0
			-- Law School Administration, Library, or Services	7	.6
			-- Non-Law Academic Faculty	9	.8
			-- Non-Law Academic Administration, Library, or Services	5	.4
		Research or Policy Analysis	4	.3	
		Politician/ Staff or Lobbying	9	.8	
	Organizational/Administrative, Managerial or Policy Work	37	3.2		
	Missing	63	5.5		
Income	Under \$50,000	107	9.3		
	\$50,000 to \$99,999	236	20.6		
	\$100,000 to \$149,999	303	26.4		
	\$150,000 to \$199,999	146	12.7		
	\$200,000 to \$249,999	87	7.6		
	\$250,000 to \$299,999	38	3.3		
	\$300,000 to \$349,999	38	3.3		
	\$350,000 to \$399,999	14	1.2		
	\$400,000 to \$499,999	30	2.6		
	\$500,000 and above	87	7.6		
	Missing	62	5.4		

		Frequency	Percent
Area of Expertise/ Specialization	Wills, Trusts & Estates	22	1.9
	Taxation	16	1.4
	Securities – Transactions	12	1.0
	Securities - Litigation	12	1.0
	Real Estate Development	11	1.0
	Real Estate (transactions)	40	3.5
	Professional Malpractice	4	.3
	Privacy	1	.1
	Poverty & Gov't Benefits	12	1.0
	Personal Injury (not malpractice)	18	1.6
	Municipal	17	1.5
	Military	2	.2
	Labor	32	2.8
	International (Public)	8	.7
	International (Private)	7	.6
	Intellectual Property	72	6.3
	Insurance	17	1.5
	Immigration	14	1.2
	Human Rights	6	.5
	Housing (landlord-tenant)	9	.8
	Health & FDA	23	2.0
	Family	47	4.1
	ERISA, Pensions & Benefits	9	.8
	Environmental	40	3.5
	Entertainment/ Sports	10	.9
	Employment	75	6.5
	Elder & Social Security	2	.2
	Disability	12	1.0
	Criminal & Criminal Procedure	90	7.8
	Corporate & Business Transactions	68	5.9
	Corporate & Business Litigation	19	1.7
	Contracts and Commercial	22	1.9
	Consumer Protection	7	.6
	Consumer	6	.5
	Construction	4	.3
	Constitutional	7	.6
	Community Economic Development	5	.4
	Communications	3	.3
	Civil Rights	25	2.2
	Civil Litigation (general)	116	10.1
	Bankruptcy & Debtor-Creditor	11	1.0
	Banking & Financial Transactions	19	1.7
	Appellate	27	2.4
	Antitrust	16	1.4
	Alternative Dispute Resolution (as a neutral)	9	.8
Administrative	20	1.7	
Missing	124	10.8	
Total	1148	100	

**Table 2:
Breakdown of Background Info by School (Alumni Only)**

		Hastings	Berkeley	Total	
Sex	Males	242	410	652	
	Females	168	328	496	
	Total	410	738	1148	
Ethnicity	Caucasian	303	483	786	
	African American	19	68	87	
	Hispanic	19	69	88	
	Asian/Pacific Islander	49	79	128	
	Native American	1	4	5	
	Mixed Race/Ethnicity	12	27	39	
	Total	403	730	1133	
Currently practice law?	Yes	368	680	1048	
	Not currently, but have held a law or law-related job within the last 2 years	19	15	34	
	Not currently, and have NOT held a law or law-related job within the last 2 years	21	39	60	
	Total	408	734	1142	
Work Setting	Private Practice	-- Solo practice	61	64	125
		-- Small firm (2-10 attorneys total)	61	70	131
		-- Small-medium firm (11-50 attorneys total)	36	66	102
		-- Medium firm (51-150 attorneys total)	21	34	55
		-- Large firm (151+ attorneys total)	40	151	191
	In-house Counsel:	-- Business	32	69	101
		-- Non-profit	0	15	15
	Government Practice		69	88	157
	Public Interest Practice		11	39	50
	Dispute Resolution	-- Judge (including Magistrate, ALJ, or Judicial Staff/Clerks)	18	24	42
		-- Private Arbitrator, Mediator	5	5	10
		-- Law School Faculty	4	31	35
	Academic/Education	-- Law School Administration, Library, or Services	3	4	7
		-- Non-Law Academic Faculty	3	6	9
		-- Non-Law Academic Administration, Library, or Services	2	3	5
Research or Policy Analysis		1	3	4	
Politician/ Staff or Lobbying		2	7	9	
Organizational/Administrative, Managerial or Policy Work		12	25	37	
Total		381	704	1085	
Income	Under \$50,000	38	69	107	
	\$50,000 to \$99,999	111	125	236	
	\$100,000 to \$149,999	121	182	303	
	\$150,000 to \$199,999	54	92	146	
	\$200,000 to \$249,999	24	63	87	
	\$250,000 to \$299,999	8	30	38	
	\$300,000 to \$349,999	6	32	38	
	\$350,000 to \$399,999	2	12	14	
	\$400,000 to \$499,999	3	27	30	
	\$500,000 and above	21	66	87	
	Total	388	698	1086	

		Hastings	Berkeley	Total
Area of Expertise/ Specialization	Wills, Trusts & Estates	11	11	22
	Taxation	8	8	16
	Securities – Transactions	6	6	12
	Securities - Litigation	3	9	12
	Real Estate Development	6	5	11
	Real Estate (transactions)	11	29	40
	Professional Malpractice	0	4	4
	Privacy	0	1	1
	Poverty & Gov't Benefits	2	10	12
	Personal Injury (not malpractice)	11	7	18
	Municipal	9	8	17
	Military	2	0	2
	Labor	12	20	32
	International (Public)	1	7	8
	International (Private)	1	6	7
	Intellectual Property	15	57	72
	Insurance	9	8	17
	Immigration	9	5	14
	Human Rights	2	4	6
	Housing (landlord-tenant)	3	6	9
	Health & FDA	5	18	23
	Family	28	19	47
	ERISA, Pensions & Benefits	3	6	9
	Environmental	12	28	40
	Entertainment/ Sports	7	3	10
	Employment	20	55	75
	Elder & Social Security	2	0	2
	Disability	6	6	12
	Criminal & Criminal Procedure	36	54	90
	Corporate & Business Transactions	19	49	68
	Corporate & Business Litigation	9	10	19
	Contracts and Commercial	7	15	22
	Consumer Protection	2	5	7
	Consumer	1	5	6
	Construction	2	2	4
	Constitutional	2	5	7
	Community Economic Development	0	5	5
	Communications	0	3	3
	Civil Rights	3	22	25
	Civil Litigation (general)	41	75	116
	Bankruptcy & Debtor-Creditor	4	7	11
	Banking & Financial Transactions	5	14	19
	Appellate	13	14	27
	Antitrust	4	12	16
	Alternative Dispute Resolution (as a neutral)	6	3	9
	Administrative	8	12	20
	Total	366	658	1024

**Table 3:
Means for School-Based Performance Measures (Alumni only)**

		Total	School		Gender		Ethnicity			
			Hastings	Berkeley	Female	Male	White	African-American	Hispanic	Asian/Pacific Islander
UGPA	Mean	3.46	3.34	3.50	3.48	3.42	3.51	3.10	3.27	3.51
	N	1141	409	732	648	493	783	87	87	128
	SD	0.36	0.36	0.34	0.35	0.37	0.33	0.40	0.39	0.33
LSAT score (Zscore)	Mean	0.00	-0.31	0.17	-0.06	0.08	0.29	-1.27	-0.97	-0.12
	N	1126	401	725	636	490	775	86	85	123
	SD	1.00	0.86	1.03	1.02	0.97	0.81	0.90	1.07	0.97
LSAT 10-48	Mean	41.23	39.93	41.80	40.68	41.99	42.54	34.96	35.90	41.52
	N	274	83	191	158	116	196	23	20	21
	SD	4.62	3.86	4.81	4.81	4.25	3.47	4.05	6.16	4.13
LSAT 120-180	Mean	163.59	161.51	164.85	163.17	164.48	165.39	156.73	158.33	163.20
	N	412	156	256	282	130	257	30	30	70
	SD	6.93	5.75	7.28	6.99	6.74	6.32	6.21	6.97	6.22
LSAT 200-800	Mean	660.36	629.90	678.12	659.43	661.11	687.84	530.70	567.11	627.97
	N	440	162	278	196	244	322	33	35	32
	SD	88.77	80.61	88.62	90.88	87.23	66.16	77.42	84.05	99.31
50/50 Index (Zscore)	Mean	-0.12	-0.76	0.23	-0.11	-0.13	0.32	-2.41	-1.57	-0.09
	N	1121	400	721	633	488	772	86	85	123
	SD	1.55	1.34	1.55	1.56	1.55	1.24	1.48	1.56	1.40
1 st year LGPA	Mean	2.78	2.88	2.72	2.75	2.81	2.93	2.23	2.28	2.63
	N	1072	391	681	605	467	727	81	88	122
	SD	0.62	0.50	0.68	0.61	0.63	0.61	0.35	0.43	0.56
Cumul LGPA	Mean	2.87	2.94	2.84	2.86	2.89	3.02	2.35	2.38	2.71
	N	1148	410	738	652	496	786	87	88	128
	SD	0.55	0.41	0.61	0.54	0.56	0.52	0.31	0.40	0.51

**Table 4:
Means for SJT and BIO**

		Total	School		Gender		Ethnicity			
			Hastings	Berkeley	Female	Male	White	African-American	Hispanic	Asian/Pacific Islander
BIO mean score	Mean	2.74	2.73	2.75	2.76	2.72	2.74	2.84	2.69	2.76
	N	711	260	451	397	314	497	47	52	73
	SD	0.43	0.43	0.43	0.42	0.44	0.43	0.40	0.45	0.40
SJT mean score	Mean	2.68	2.66	2.70	2.66	2.71	2.68	2.67	2.83	2.64
	N	691	238	453	395	296	479	53	50	78
	SD	0.45	0.41	0.47	0.46	0.44	0.46	0.49	0.34	0.42

**Table 5:
Means for Hogan Personality Inventory (HPI) (Alumni only)**

		Total	School		Gender		Ethnicity			
			Hastings	Berkeley	Female	Male	White	African-American	Hispanic	Asian/Pacific Islander
HPI 1: Adjustment	Mean	22.91	22.83	22.95	22.45	23.51	23.02	24.45	23.23	21.56
	N	915	324	591	519	396	644	65	62	99
	SD	6.61	6.94	6.43	6.61	6.58	6.64	6.42	5.96	6.32
HPI 2 Ambition	Mean	21.82	21.91	21.77	21.63	22.08	21.74	22.72	22.48	21.26
	N	915	324	591	519	396	644	65	62	99
	SD	5.02	4.98	5.05	5.13	4.87	5.05	4.91	5.36	4.62
HPI 3 Sociability	Mean	13.19	13.38	13.08	12.88	13.59	13.03	13.72	13.23	13.25
	N	915	324	591	519	396	644	65	62	99
	SD	4.79	4.74	4.82	4.84	4.69	4.70	4.83	4.79	5.11
HPI 4 Interpers. Sensitivity	Mean	17.78	17.95	17.68	18.18	17.26	17.75	18.40	18.21	17.52
	N	915	324	591	519	396	644	65	62	99
	SD	3.23	3.05	3.32	3.13	3.29	3.20	2.94	3.09	3.18
HPI 5 Prudence	Mean	18.20	18.01	18.31	18.64	17.63	18.23	18.37	18.52	18.03
	N	915	324	591	519	396	644	65	62	99
	SD	4.06	4.06	4.06	3.93	4.17	4.04	4.49	4.26	3.83
HPI 6 Intellectance	Mean	14.74	15.25	14.47	14.08	15.61	14.71	13.52	15.24	14.90
	N	915	324	591	519	396	644	65	62	99
	SD	4.30	4.49	4.17	4.33	4.11	4.23	4.61	4.33	4.43
HPI 7 Learning Approach	Mean	10.45	10.20	10.59	10.52	10.36	10.71	9.06	9.90	10.07
	N	915	324	591	519	396	644	65	62	99
	SD	2.44	2.54	2.37	2.39	2.50	2.32	2.62	2.28	2.61

**Table 6:
Means for Hogan Development Survey (HDS) (Alumni only)**

		Total	School		Gender		Ethnicity			
			Hastings	Berkeley	Female	Male	White	African-American	Hispanic	Asian/Pacific Islander
HDS 1 Excitable	Mean	4.98	4.92	5.02	4.92	5.06	5.11	4.17	4.13	5.34
	N	298	101	197	164	134	209	29	15	29
	SD	3.110	3.193	3.075	3.182	3.031	3.126	2.647	3.067	3.578
HDS 2 Skeptical	Mean	5.15	5.24	5.10	4.96	5.37	4.96	5.55	5.27	6.48
	N	298	101	197	164	134	209	29	15	29
	SD	2.368	2.522	2.290	2.270	2.473	2.325	2.487	2.915	2.081
HDS 3 Cautious	Mean	5.16	4.85	5.32	5.34	4.96	5.32	3.83	4.80	5.72
	N	298	101	197	164	134	209	29	15	29
	SD	3.048	3.041	3.047	3.090	2.993	3.050	2.620	3.342	2.840
HDS 4 Reserved	Mean	5.21	5.12	5.26	4.79	5.74	5.23	5.24	3.80	5.59
	N	298	101	197	164	134	209	29	15	29
	SD	2.337	2.321	2.350	2.212	2.387	2.403	2.099	2.305	2.079
HDS 5 Leisurely	Mean	5.94	5.96	5.93	6.04	5.82	5.84	6.24	5.27	7.00
	N	298	101	197	164	134	209	29	15	29
	SD	2.402	2.383	2.418	2.478	2.310	2.353	2.430	2.404	2.449
HDS 6 Bold	Mean	7.32	7.34	7.31	7.47	7.13	7.19	7.55	7.50	8.10
	N	297	100	197	163	134	209	29	14	29
	SD	2.699	2.629	2.741	2.776	2.601	2.647	2.384	3.322	3.040
HDS 7 Mischievous	Mean	5.45	5.72	5.30	5.18	5.77	5.24	6.31	6.20	5.76
	N	298	101	197	164	134	209	29	15	29
	SD	2.463	2.354	2.511	2.410	2.498	2.424	2.451	3.005	2.545
HDS 8 Colorful	Mean	7.12	7.17	7.10	6.91	7.38	6.97	7.69	7.53	7.00
	N	298	101	197	164	134	209	29	15	29
	SD	2.851	2.510	3.017	2.877	2.809	2.847	2.727	3.563	2.619
HDS 9 Imaginative	Mean	6.45	6.71	6.31	6.26	6.68	6.32	7.38	6.13	6.38
	N	298	101	197	164	134	209	29	15	29
	SD	2.610	2.882	2.456	2.540	2.686	2.654	2.397	2.416	2.411
HDS 10 Diligent	Mean	9.11	8.77	9.28	9.45	8.69	9.00	9.97	9.13	9.66
	N	298	101	197	164	134	209	29	15	29
	SD	2.335	2.315	2.332	2.287	2.334	2.299	2.442	2.134	2.023
HDS 11 Dutiful	Mean	6.99	6.97	6.99	7.03	6.93	7.00	6.83	7.07	7.31
	N	298	101	197	164	134	209	29	15	29
	SD	2.111	2.170	2.086	2.194	2.012	2.077	2.172	1.944	2.451

**Table 7:
Means for Motives, Values, Preferences Inventory (MVPI) (Alumni only)**

		Total	School		Gender		Ethnicity			
			Hastings	Berkeley	Female	Male	White	African-American	Hispanic	Asian/Pacific Islander
MVPI 1 Aesthetic	Mean	40.42	40.76	40.22	40.73	40.01	40.38	41.21	41.00	39.86
	N	266	100	166	153	113	189	19	23	28
	SD	8.073	8.137	8.052	7.929	8.281	8.039	6.965	8.965	8.847
MVPI 2 Affiliation	Mean	47.35	47.70	47.14	47.71	46.88	47.29	46.47	48.04	46.57
	N	266	100	166	153	113	189	19	23	28
	SD	6.118	5.473	6.483	5.493	6.871	5.953	5.368	6.568	7.295
MVPI 3 Altruistic	Mean	51.36	50.92	51.62	52.61	49.66	51.05	52.21	52.35	51.39
	N	266	100	166	153	113	189	19	23	28
	SD	7.115	7.147	7.104	6.541	7.529	7.586	6.771	6.005	5.336
MVPI 4 Commercial	Mean	38.29	39.38	37.63	36.86	40.21	37.84	39.47	38.17	40.57
	N	266	100	166	153	113	189	19	23	28
	SD	6.990	6.913	6.974	6.494	7.202	6.858	6.222	8.217	7.515
MVPI 5 Hedonistic	Mean	38.12	39.23	37.45	37.76	38.60	37.57	39.00	38.91	40.43
	N	266	100	166	153	113	189	19	23	28
	SD	7.448	7.610	7.291	7.684	7.122	7.457	7.165	6.417	8.421
MVPI 6 Power	Mean	44.00	44.31	43.81	42.92	45.47	43.46	44.63	44.83	45.64
	N	266	100	166	153	113	189	19	23	28
	SD	7.418	7.664	7.284	7.313	7.338	7.654	4.991	8.467	6.561
MVPI 7 Recognition	Mean	40.98	41.51	40.66	40.16	42.10	40.93	40.68	38.48	41.79
	N	266	100	166	153	113	189	19	23	28
	SD	7.459	6.764	7.851	7.511	7.274	7.475	7.212	6.734	7.671
MVPI 8 Scientific	Mean	41.81	41.31	42.11	40.84	43.12	42.04	38.05	41.30	42.86
	N	266	100	166	153	113	189	19	23	28
	SD	8.091	7.973	8.171	7.911	8.184	7.866	7.877	10.227	7.966
MVPI 9 Security	Mean	40.59	39.70	41.13	41.41	39.50	40.55	39.53	40.74	42.46
	N	266	100	166	153	113	189	19	23	28
	SD	7.549	7.287	7.674	7.030	8.102	7.179	9.985	7.898	7.724
MVPI 10 Tradition	Mean	46.02	46.17	45.93	46.43	45.46	45.79	47.42	46.17	46.21
	N	266	100	166	153	113	189	19	23	28
	SD	5.777	5.885	5.727	5.686	5.877	5.767	6.301	5.024	6.652

**Table 8:
Means for SMS, OPT, and ER**

		Total	School		Gender		Ethnicity			
			Hastings	Berkeley	Female	Male	White	African-American	Hispanic	Asian/Pacific Islander
SMS total score	Mean	15.28	15.13	15.37	14.99	15.65	15.12	15.45	15.63	15.44
	N	702	255	447	394	308	490	47	51	73
	SD	4.60	4.72	4.53	4.52	4.68	4.67	4.30	4.40	4.39
OPT total score	Mean	24.29	24.04	24.44	24.11	24.52	24.26	25.98	24.62	23.75
	N	706	257	449	395	311	492	47	52	73
	SD	4.77	4.91	4.68	4.99	4.47	4.83	3.74	4.33	4.55
ER Sum total score	Mean	36.69	36.70	36.69	38.07	34.98	36.81	35.78	37.43	36.30
	N	878	314	564	486	392	620	65	61	90
	SD	9.19	9.27	9.16	9.16	8.96	8.78	10.97	8.42	10.95

Table 10: Correlations of UGPA, LSAT, and Index

Correlations

		Zscore: Undergrad GPA	Zscore: Adjusted LSAT score	Index 50/50
Zscore: Undergrad GPA	Pearson Correlation			
	Sig. (2-tailed)			
	N			
Zscore: Adjusted LSAT score	Pearson Correlation	.204**		
	Sig. (2-tailed)	.000		
	N	1121		
Index 50/50	Pearson Correlation	.776**	.776**	
	Sig. (2-tailed)	.000	.000	
	N	1121	1121	

** . Correlation is significant at the 0.01 level (2-tailed).

Table 11: Correlations of predictors with UGPA, LSAT, and Index

		Correlations		
		Zscore: Undergrad GPA	Zscore: Adjusted LSAT score	Index 50/50
HPI 1 Adjustment	Pearson Correlation	-.070*	-.013	-.052
	Sig. (2-tailed)	.035	.693	.123
	N	911	896	893
HPI 2 Ambition	Pearson Correlation	-.011	-.133**	-.093**
	Sig. (2-tailed)	.731	.000	.006
	N	911	896	893
HPI 3 Sociability	Pearson Correlation	-.001	-.040	-.026
	Sig. (2-tailed)	.973	.228	.441
	N	911	896	893
HPI 4 Interpersonal Sensitivity	Pearson Correlation	.029	-.131**	-.070*
	Sig. (2-tailed)	.390	.000	.038
	N	911	896	893
HPI 5 Prudence	Pearson Correlation	.055	-.028	.019
	Sig. (2-tailed)	.095	.410	.572
	N	911	896	893
HPI 6 Intellectance	Pearson Correlation	-.099**	.064	-.019
	Sig. (2-tailed)	.003	.055	.573
	N	911	896	893
HPI 7 Learning Approach	Pearson Correlation	.079*	.367**	.285**
	Sig. (2-tailed)	.018	.000	.000
	N	911	896	893
HDS 1 Excitable	Pearson Correlation	.121*	.143*	.174**
	Sig. (2-tailed)	.038	.015	.003
	N	297	289	288
HDS 2 Skeptical	Pearson Correlation	-.040	-.133*	-.109
	Sig. (2-tailed)	.489	.024	.065
	N	297	289	288
HDS 3 Cautious	Pearson Correlation	.188**	.263**	.300**
	Sig. (2-tailed)	.001	.000	.000
	N	297	289	288
HDS 4 Reserved	Pearson Correlation	-.087	.174**	.074
	Sig. (2-tailed)	.133	.003	.209
	N	297	289	288
HDS 5 Leisurely	Pearson Correlation	.005	-.018	-.015
	Sig. (2-tailed)	.933	.767	.805
	N	297	289	288
HDS 6 Bold	Pearson Correlation	.010	-.058	-.031
	Sig. (2-tailed)	.859	.326	.602
	N	296	288	287
HDS 7 Mischievous	Pearson Correlation	-.173**	-.250**	-.271**
	Sig. (2-tailed)	.003	.000	.000
	N	297	289	288
HDS 8 Colorful	Pearson Correlation	-.064	-.153**	-.149*
	Sig. (2-tailed)	.275	.009	.011
	N	297	289	288
HDS 9 Imaginative	Pearson Correlation	-.046	-.074	-.078
	Sig. (2-tailed)	.431	.212	.185
	N	297	289	288
HDS 10 Diligent	Pearson Correlation	.121*	-.028	.063
	Sig. (2-tailed)	.037	.635	.283
	N	297	289	288
HDS 11 Dutiful	Pearson Correlation	.064	-.007	.030
	Sig. (2-tailed)	.269	.900	.613
	N	297	289	288
MVPI 1 Aesthetic	Pearson Correlation	-.016	-.056	-.054
	Sig. (2-tailed)	.800	.369	.386
	N	265	261	260
MVPI 2 Affiliation	Pearson Correlation	.071	-.030	.023
	Sig. (2-tailed)	.251	.634	.717
	N	265	261	260
MVPI 3 Altruistic	Pearson Correlation	.053	.016	.039
	Sig. (2-tailed)	.395	.794	.535
	N	265	261	260
MVPI 4 Commercial	Pearson Correlation	-.042	-.139*	-.125*
	Sig. (2-tailed)	.494	.025	.045
	N	265	261	260
MVPI 5 Hedonistic	Pearson Correlation	-.059	-.077	-.091
	Sig. (2-tailed)	.339	.212	.142
	N	265	261	260
MVPI 6 Power	Pearson Correlation	-.032	-.086	-.083
	Sig. (2-tailed)	.607	.166	.181
	N	265	261	260
MVPI 7 Recognition	Pearson Correlation	-.094	.034	-.036
	Sig. (2-tailed)	.126	.584	.567
	N	265	261	260
MVPI 8 Scientific	Pearson Correlation	-.008	.185**	.122*
	Sig. (2-tailed)	.895	.003	.050
	N	265	261	260
MVPI 9 Security	Pearson Correlation	.128*	.013	.082
	Sig. (2-tailed)	.037	.834	.185
	N	265	261	260
MVPI 10 Tradition	Pearson Correlation	.001	-.005	.006
	Sig. (2-tailed)	.993	.940	.923
	N	265	261	260
BIO mean score	Pearson Correlation	.037	-.087*	-.040
	Sig. (2-tailed)	.330	.021	.296
	N	706	699	696
SJT mean score	Pearson Correlation	-.020	-.066	-.053
	Sig. (2-tailed)	.595	.088	.170
	N	688	677	675
SMS total score	Pearson Correlation	.069	.008	.048
	Sig. (2-tailed)	.068	.835	.205
	N	698	691	688
OPT total score	Pearson Correlation	-.029	.007	-.005
	Sig. (2-tailed)	.446	.858	.887
	N	701	694	691
ER Sum total score	Pearson Correlation	.067*	.112**	.120**
	Sig. (2-tailed)	.037	.001	.000
	N	874	859	856

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

**Table 17:
Inter-correlations of Raters (Alumni only)**

	Self and peer	Self and Sup	Peer and Sup	Self and Other	Self and Global	Peer and Other	Peer and Global	Sup and Other	Sup and Global	Other and Global
1 Analysis & Reasoning	0.169	0.210	0.222	.209	.677	.814	.737	.871	.807 (high)	.913
2 Creativity	0.140	0.130	0.121 (high)	.154	.697	.859	.780	.856	.769	.894
3 Practical Judgment	0.136	0.174	0.123	.178	.633	.809	.753	.826	.753	.915
4 Advising Clients	0.168	0.094 (low)	0.132	.171	.669	.828	.747	.831	.742	.894
5 Fact Finding	0.081 (low)	0.114	0.142	.131	.652	.817	.717 (low)	.831	.740	.882 (low)
6 Researching Law	0.248	0.246	0.144	.267	.708	.845	.787	.856	.780	.915
7 Speaking	0.219	0.202	0.147	.235	.726	.828	.753	.844	.749	.882
8 Writing	0.332	0.248	0.158	.343	.731	.824	.776	.843	.770	.922 (high)
9 Listening	0.104	0.176	0.164	.154	.657	.807	.723	.821	.752	.898
10 Influence & Advocate	0.137	0.208	0.166	.180	.687	.833	.750	.845	.778	.900
11 Question & Interview	0.137	0.192	0.169	.183	.744	.861	.760	.838	.752	.883
12 Negotiation	0.164	0.227	0.184	.229	.747	.847	.742	.864	.781	.885
13 Strategic Planning	0.215	0.223	0.190	.246	.740	.835	.738	.842	.776	.896
14 Managing Self	0.247	0.290	0.199	.277	.721	.839	.762	.863	.795	.907
15 Managing Others	0.086	0.139	0.203	.118 (low)	.679	.831	.733	.853	.768	.887
16 Eval, Develop & Mentor	0.168	0.118	0.208	.166	.705	.884	.819 (high)	.853	.769	.912
17 Developing Relationships	0.161	0.178	0.219	.203	.653	.822	.768	.832	.745	.909
18 Networking	0.378	0.363	0.232	.405	.799	.889	.819	.879	.799	.908
19 Community Service	0.380 (high)	0.407 (high)	0.233	.425 (high)	.836 (high)	.909 (high)	.815	.892 (high)	.807	.891
20 Integrity	0.100	0.157	0.244	.134	.621 (low)	.837	.761	.813 (low)	.722 (low)	.892
21 Stress management	0.173	0.199	0.265	.214	.702	.857	.777	.835	.735	.884
22 Passion	0.304	0.364	0.266	.375	.777	.875	.787	.843	.771	.899
23 Diligence	0.199	0.138	0.267	.209	.682	.836	.752	.830	.729	.888
24 Self Development	0.190	0.192	0.308	.235	.712	.851	.743	.836	.761	.887
25 Eyes of others	0.097	0.150	0.322	.151	.638	.801 (low)	.721	.817	.748	.900
26 Problem Solving	0.178	0.179	0.344 (low)	.204	.681	.820	.755	.846	.758	.899
Average correlation	.187	.204	.205	.281	.701	.829	.755	.858	.769	.896

Table 18: LSAT and GPA Correlations with Performance - Alumni Sample

		Intellectual and Cognitive				Research and Information Gathering			Communications				Planning and Organizing			Conflict Resolution		Client & Business Relations		Working with Others		Character					Total	
		1	2	26	3	6	5	11	10	8	7	9	13	14	15	12	25	18	4	17	16	22	23	20	21	19	24	Avg Across
		Analysis & Reasoning	Creativity	Problem Solving	Practical Judgment	Researching Law	Fact Finding	Question & Interview	Influence & Advocate	Writing	Speaking	Listening	Strategic Planning	Managing Self	Managing Others	Negotiation	Eyes of others	Networking	Advising Clients	Developing Relationships	Eval, Develop & Mentor	Passion	Diligence	Integrity	Stress management	Community Service	Self Development	
Undergrad GPA	Self	-0.016	-0.008	-0.040	-0.059	-0.008	-.077(*)	-0.023	-.075(*)	0.020	-.069(*)	-0.040	-0.042	0.041	-0.024	-0.068	-0.035	0.027	-0.022	0.015	-0.062	0.009	0.023	-.067(*)	-.090(**)	0.009	0.045	-0.037
	Peer	0.051	0.017	0.028	-0.003	0.006	0.028	-0.018	0.009	0.064	-0.005	0.024	0.056	0.048	0.028	0.021	-0.002	-0.017	0.000	-0.014	0.025	-0.007	0.062	0.027	-0.016	-0.034	0.000	0.029
	Supervisor	0.038	0.036	0.049	0.018	0.043	0.045	0.002	0.021	.107(**)	0.023	-0.002	0.009	.098(**)	0.068	0.016	0.028	-0.007	0.016	-0.009	0.021	0.018	.093(*)	0.031	0.017	-0.017	0.024	0.028
	Other	0.048	0.023	0.039	0.012	0.014	0.034	-0.005	0.014	.119(**)	0.013	0.017	0.029	.086(**)	0.059	0.026	0.027	-0.014	0.006	-0.003	0.038	0.007	.093(**)	.067(*)	0.015	-0.015	0.007	0.043
	Global	0.027	0.010	0.019	0.008	0.015	0.021	-0.014	-0.013	.093(**)	-0.004	-0.007	0.018	.098(**)	0.034	-0.027	0.011	0.009	-0.004	0.013	-0.001	0.023	.108(**)	0.011	-0.031	0.002	0.030	0.026
LSAT score	Self	0.046	-0.052	-0.043	-.071(*)	0.015	-.084(*)	-.103(**)	-.077(*)	-.099(**)	-.092(**)	-.114(**)	-.102(**)	-.108(**)	-.096(**)	-.143(**)	-.120(**)	-.129(**)	-.108(**)	-.128(**)	-.114(**)	-0.064	-.082(*)	-.090(**)	-.071(*)	-.144(**)	-0.066	-.129(**)
	Peer	.082(*)	0.068	0.053	0.023	.110(**)	.072(*)	-0.036	0.033	.132(**)	-0.009	-0.046	0.020	0.018	-0.008	-0.014	-0.068	-.102(**)	-0.045	-0.019	-0.022	-0.041	0.048	.124(**)	-0.030	-0.039	-0.047	0.030
	Supervisor	.095(**)	0.075	0.064	0.017	.076(*)	-0.014	-0.051	0.015	.148(**)	-0.023	-0.043	0.018	0.045	0.012	-0.016	-0.009	-.117(**)	-0.034	-0.044	-0.007	-0.041	0.058	0.003	-0.003	-.123(**)	-0.047	0.023
	Other	.116(**)	.092(**)	.069(*)	0.028	.097(**)	0.036	-0.045	0.029	.150(**)	0.002	-0.045	0.024	0.040	0.008	-0.030	-0.048	-.122(**)	-0.054	-0.029	-0.024	-0.046	0.063	.089(**)	-0.022	-.096(**)	-0.054	0.038
	Global	.112(**)	0.045	0.057	0.025	.088(**)	-0.003	-.079(*)	0.008	.157(**)	-0.026	-.066(*)	-0.027	0.005	-0.041	-.079(*)	-.079(*)	-.142(**)	-.068(*)	-0.057	-0.049	-0.059	0.027	.063(*)	-0.045	-.133(**)	-.070(*)	-0.023
Index 50/50	Self	0.016	-0.040	-0.057	-.083(*)	0.003	-.107(**)	-.090(*)	-.099(**)	-.075(*)	-.104(**)	-.103(**)	-.094(**)	-0.050	-.083(*)	-.140(**)	-.103(**)	-0.073	-.088(*)	-.076(*)	-.120(**)	-0.039	-0.042	-.102(**)	-.105(**)	-.088(*)	-0.015	-.111(**)
	Peer	.081(*)	0.050	0.045	0.005	0.068	0.062	-0.038	0.029	.124(**)	-0.014	-0.017	0.047	0.043	0.005	0.003	-0.052	-.083(*)	-0.038	-0.029	0.002	-0.038	0.059	.101(**)	-0.032	-0.055	-0.040	0.031
	Supervisor	.090(*)	.076(*)	.080(*)	0.025	.083(*)	0.024	-0.032	0.025	.167(**)	0.000	-0.021	0.021	.091(*)	0.051	0.006	0.017	-.085(*)	-0.010	-0.029	0.014	-0.011	.101(**)	0.029	0.013	-.095(*)	-0.016	0.037
	Other	.105(**)	.074(*)	.068(*)	0.022	.072(*)	0.046	-0.035	0.031	.173(**)	0.008	-0.016	0.036	.080(*)	0.039	-0.002	-0.016	-.094(**)	-0.037	-0.024	0.011	-0.028	.096(**)	.105(**)	-0.005	-.079(*)	-0.036	0.050
	Global	.088(**)	0.033	0.046	0.021	.065(*)	0.010	-.067(*)	-0.002	.161(**)	-0.018	-0.043	-0.005	.063(*)	-0.007	-.069(*)	-0.046	-.095(**)	-0.050	-0.034	-0.033	-0.026	.082(**)	0.054	-0.049	-.087(**)	-0.030	-0.001
1L GPA	Self	0.024	-0.043	-.084(*)	-0.064	.077(*)	-.073(*)	-.126(**)	-.099(**)	0.048	-.125(**)	-.127(**)	-0.039	-0.048	-.135(**)	-.089(*)	-.129(**)	-.093(*)	-.094(**)	-.094(**)	-.138(**)	-.092(**)	-0.042	-.090(*)	-.081(*)	-.197(**)	-0.019	-.122(**)
	Peer	.094(**)	.096(**)	.079(*)	0.049	.110(**)	.086(*)	0.018	0.048	.088(*)	0.023	0.014	0.049	0.037	-0.006	-0.021	-0.015	-0.039	0.005	-0.041	-0.042	-0.035	.094(**)	0.041	-0.008	-.085(*)	-0.015	0.044
	Supervisor	.111(**)	.096(*)	.092(*)	0.013	.109(**)	0.032	0.013	0.029	.140(**)	0.006	0.003	.097(*)	0.052	0.024	-0.006	-0.032	-.089(*)	-0.009	-0.038	0.009	-0.011	0.043	-0.019	-0.053	-.191(**)	0.047	0.037
	Other	.123(**)	.100(**)	.099(**)	0.048	.119(**)	0.060	0.015	0.053	.127(**)	0.026	0.006	.086(*)	0.052	0.017	-0.019	-0.024	-.069(*)	-0.005	-0.051	0.000	-0.032	.067(*)	0.036	-0.037	-.149(**)	0.012	0.051
	Global	.096(**)	0.044	0.034	0.014	.131(**)	-0.003	-.067(*)	-0.020	.105(**)	-0.042	-0.047	0.030	0.032	-0.048	-.084(*)	-.081(*)	-.104(**)	-0.049	-.080(*)	-.071(*)	-.070(*)	0.030	0.003	-.074(*)	-.194(**)	-0.014	-0.019

*. Correlation is significant at the 0.05 level (2-tailed).

**.. Correlation is significant at the 0.01 level (2-tailed).

Table 22: Other Test Correlations with Performance - Alumni Sample

		Intellectual and Cognitive				Research and Information Gathering			Communications				Planning and Organizing			Conflict Resolution		Client & Business Relations		Working with Others		Character				Total		
		1	2	26	3	6	5	11	10	8	7	9	13	14	15	12	25	18	4	17	16	22	23	20	21	19	24	Avg Across
		Analysis & Reasoning	Creativity	Problem Solving	Practical Judgment	Researching Law	Fact Finding	Question & Interview	Influence & Advocate	Writing	Speaking	Listening	Strategic Planning	Managing Self	Managing Others	Negotiation	Eyes of others	Networking	Advising Clients	Developing Relationships	Eval, Develop & Mentor	Passion	Diligence	Integrity	Stress management	Community Service	Self Development	
Biographical Inventory (BIO)	Self	.189(**)	.326(**)	.288(**)	.277(**)	.098(*)	.180(**)	.296(**)	.257(**)	.191(**)	.302(**)	.283(**)	.296(**)	.269(**)	.241(**)	.234(**)	.262(**)	.274(**)	.226(**)	.267(**)	.185(**)	.326(**)	.325(**)	.225(**)	.181(**)	.331(**)	.281(**)	.419(**)
	Peer	.114(**)	.181(**)	.150(**)	.086(*)	0.073	.113(*)	.142(**)	.139(**)	0.085	.136(**)	0.057	.111(*)	.111(*)	.098(*)	.114(*)	0.083	.194(**)	.162(**)	0.079	.134(**)	.203(**)	.140(**)	0.046	0.063	.190(**)	0.088	.173(**)
	Supervisor	.186(**)	.223(**)	.195(**)	.188(**)	.128(**)	.154(**)	.212(**)	.183(**)	.134(**)	.195(**)	.197(**)	.150(**)	.127(**)	.133(**)	.183(**)	.110(*)	.206(**)	.199(**)	0.024	.133(*)	.137(**)	0.086	0.075	0.078	.261(**)	.160(**)	.200(**)
	Other	.193(**)	.247(**)	.218(**)	.138(**)	.129(**)	.182(**)	.204(**)	.199(**)	.165(**)	.189(**)	.151(**)	.161(**)	.144(**)	.148(**)	.177(**)	.130(**)	.244(**)	.198(**)	.086(*)	.172(**)	.216(**)	.147(**)	0.077	0.080	.240(**)	.143(**)	.234(**)
	Global	.209(**)	.310(**)	.293(**)	.228(**)	.158(**)	.233(**)	.282(**)	.285(**)	.205(**)	.286(**)	.255(**)	.246(**)	.234(**)	.200(**)	.243(**)	.189(**)	.302(**)	.262(**)	.174(**)	.173(**)	.301(**)	.268(**)	.155(**)	.161(**)	.318(**)	.234(**)	.369(**)
Situational Judgment Test (SJT)	Self	0.052	0.072	.098(*)	0.062	.115(**)	0.042	.125(**)	.098(*)	.092(*)	.102(*)	.135(**)	.161(**)	0.082	0.029	0.086	.115(**)	.130(**)	0.052	.118(**)	0.029	.185(**)	.097(*)	0.079	.115(**)	.101(*)	.091(*)	.165(**)
	Peer	.109(*)	.147(**)	.159(**)	.115(**)	.097(*)	.136(**)	.137(**)	.164(**)	.153(**)	.089(*)	.149(**)	.114(*)	.095(*)	0.027	.097(*)	.126(**)	.157(**)	.111(*)	.090(*)	0.066	.156(**)	.112(*)	0.058	.143(**)	0.052	.130(**)	.183(**)
	Supervisor	.120(**)	.139(**)	.165(**)	.170(**)	.144(**)	.192(**)	0.071	.145(**)	.182(**)	0.061	.136(**)	.138(**)	.093(*)	0.091	0.095	.103(*)	.136(**)	.142(**)	.104(*)	0.080	.173(**)	.115(*)	.116(*)	.121(*)	0.097	.149(**)	.174(**)
	Other	.169(**)	.173(**)	.202(**)	.182(**)	.132(**)	.207(**)	.128(**)	.212(**)	.219(**)	.109(**)	.186(**)	.176(**)	.125(**)	0.081	.133(**)	.162(**)	.170(**)	.166(**)	.133(**)	0.068	.189(**)	.135(**)	.119(**)	.175(**)	0.058	.155(**)	.222(**)
	Global	.154(**)	.185(**)	.202(**)	.176(**)	.157(**)	.173(**)	.128(**)	.206(**)	.198(**)	.116(**)	.197(**)	.196(**)	.139(**)	0.073	.144(**)	.159(**)	.164(**)	.136(**)	.147(**)	0.080	.201(**)	.147(**)	.138(**)	.176(**)	.093(*)	.138(**)	.238(**)
Self Monitoring Scale (SMS)	Self	0.035	.096(*)	.091(*)	.148(**)	0.009	0.022	.126(**)	.089(*)	0.036	.258(**)	0.063	0.043	0.010	0.038	.091(*)	.094(*)	.233(**)	0.067	.191(**)	.095(*)	.096(*)	0.036	-0.055	-0.026	.113(*)	.120(**)	.139(**)
	Peer	-0.045	0.041	-0.010	0.032	0.010	0.020	0.020	-0.017	-0.002	0.038	-0.035	-0.031	-0.021	-0.028	-0.001	0.086	0.068	0.000	0.023	-0.022	0.053	-0.023	-0.038	0.014	.132(**)	0.034	0.016
	Supervisor	0.022	0.018	-0.013	0.000	-0.018	-0.032	-0.052	0.008	0.004	0.058	-0.050	-0.035	-0.020	-0.033	0.034	-0.084	0.063	-0.006	0.033	-0.061	-0.008	-0.025	-0.084	-0.002	0.008	-0.038	-0.004
	Other	-0.006	0.035	-0.017	0.025	-0.010	-0.018	-0.030	-0.009	-0.011	0.051	-0.042	-0.054	-0.044	-0.032	0.010	0.007	0.070	0.000	0.031	-0.055	0.029	-0.035	-0.061	-0.016	.116(**)	-0.004	0.009
	Global	0.004	0.077	0.026	0.073	0.009	0.009	0.039	0.041	-0.004	.155(**)	-0.008	-0.015	-0.015	-0.013	0.051	0.034	.164(**)	0.019	.103(**)	0.007	.091(*)	-0.011	-0.067	-0.019	.118(**)	0.060	0.059
Optimism (OPT)	Self	0.017	.166(**)	.183(**)	.127(**)	0.058	.109(*)	.217(**)	.127(**)	.089(*)	.164(**)	.122(**)	.163(**)	.097(*)	.135(**)	.199(**)	.132(**)	.221(**)	.111(*)	.158(**)	.163(**)	.164(**)	.093(*)	.166(**)	.214(**)	.126(**)	.130(**)	.211(**)
	Peer	-0.002	0.037	0.064	0.031	-0.011	0.035	.113(*)	0.039	0.011	.097(*)	0.035	0.070	0.023	0.063	0.038	0.033	.134(**)	0.076	0.080	0.068	0.076	-0.008	0.022	.104(*)	.133(**)	0.026	0.080
	Supervisor	0.054	0.049	.111(*)	.108(*)	0.030	0.055	0.087	.127(**)	-0.014	.154(**)	.100(*)	0.052	0.045	0.020	0.094	0.083	0.059	.123(*)	.091(*)	0.030	.133(**)	.117(*)	0.056	.119(*)	.105(*)	.096(*)	.123(**)
	Other	0.021	0.041	.085(*)	0.064	-0.003	0.042	.094(*)	.095(*)	-0.027	.151(**)	0.069	0.071	0.013	0.058	0.065	0.049	.112(**)	.096(*)	.092(*)	0.057	.117(**)	0.045	0.027	.130(**)	.123(**)	0.067	.104(*)
	Global	-0.007	.088(*)	.130(**)	.083(*)	-0.006	0.070	.170(**)	.110(**)	0.013	.185(**)	.117(**)	.091(*)	0.035	.108(**)	.158(**)	.090(*)	.141(**)	.116(**)	.134(**)	.088(*)	.163(**)	0.069	0.075	.182(**)	.134(**)	.109(**)	.147(**)
Emotion Recognition (ER)	Self	-.084(*)	-.112(**)	-0.071	-.121(**)	0.022	-.114(**)	-0.067	-0.059	-0.012	-.083(*)	-0.033	-.131(**)	-0.067	-.078(*)	-.083(*)	-0.042	-0.003	-0.047	-.103(**)	-0.047	-.127(**)	-.098(**)	-.106(**)	-.091(*)	-.078(*)	-0.056	-.123(**)
	Peer	0.016	0.037	0.018	0.001	.103(**)	0.005	-0.007	0.041	.079(*)	-0.038	-0.066	0.005	-0.027	0.020	-0.025	0.011	-0.017	0.001	0.022	0.012	-0.019	0.029	0.049	-0.019	0.013	-0.003	0.007
	Supervisor	0.024	-0.062	-0.038	0.020	0.055	0.029	-0.048	0.003	0.068	0.055	-0.059	0.020	0.031	-0.032	-0.028	-0.010	-0.026	-0.033	-0.067	-0.034	-0.052	0.054	-0.031	-.086(*)	0.002	0.004	0.001
	Other	0.045	-0.009	-0.002	0.039	.092(*)	0.023	0.008	0.031	.089(*)	0.018	-0.049	0.030	0.019	0.019	-0.030	0.016	-0.023	0.028	0.017	0.010	-0.021	0.063	0.026	-0.045	0.024	0.011	0.027
	Global	0.038	-0.040	-0.011	0.004	.075(*)	-0.015	-0.030	0.001	0.068	-0.020	-0.049	-0.017	-0.007	-0.035	-0.041	0.006	-0.001	0.004	-0.024	0.010	-0.063	0.019	-0.015	-.074(*)	-0.013	-0.001	-0.015

** Correlation is significant at the 0.01 level (2-tailed).

**Table 23:
Self Stepwise Regressions –TOTAL ALUMNI SAMPLE
(Entered LSAT, Index, HPI, BIO, SJT, OPT)**

		R	R Square	Adjust R Square	Std. Error of the Est.	Change Statistics					
						R Square Change	F Change	df1	df2	Sig. F Change	
Average Across All Approaches	H 2 (Ambition)	.454(a)	.206	.204	.32276	.206	80.649	1	310	.000	
	BIO	.528(b)	.279	.274	.30826	.072	30.859	1	309	.000	
	SJT	.539(c)	.291	.284	.30608	.012	5.410	1	308	.021	
Intellectual and Cognitive	(1) Analysis and Reasoning	H 2 (Ambition)	.224(a)	.050	.047	.47828	.050	16.371	1	310	.000
		BIO	.251(b)	.063	.057	.47583	.013	4.200	1	309	.041
		OPT	.274(c)	.075	.066	.47348	.012	4.083	1	308	.044
	(2) Creativity/ Innovation	BIO	.326(a)	.106	.103	.57907	.106	36.849	1	310	.000
		H 2 (Ambition)	.373(b)	.139	.133	.56935	.033	11.678	1	309	.001
	(26) Problem Solving	H 2 (Ambition)	.309(a)	.095	.092	.47939	.095	32.630	1	310	.000
BIO		.360(b)	.130	.124	.47095	.034	12.207	1	309	.001	
(3) Practical Judgment	H 2 (Ambition)	.293(a)	.086	.083	.48699	.086	29.142	1	310	.000	
	BIO	.344(b)	.118	.113	.47906	.032	11.350	1	309	.001	
Research & Information Gathering	(6) Researching the Law	H 2 (Ambition)	.122(a)	.015	.012	.52871	.015	4.722	1	310	.031
	(5) Fact Finding	H 2 (Ambition)	.262(a)	.069	.066	.52028	.069	22.897	1	310	.000
		H6 (Intellec)	.288(b)	.083	.077	.51718	.014	4.720	1	309	.031
	(11) Questioning and Interviewing	H 2 (Ambition)	.326(a)	.106	.103	.53326	.106	36.757	1	310	.000
		BIO	.376(b)	.141	.136	.52347	.035	12.697	1	309	.000
H 4 (Interper. Sensitivity)	.390(c)	.152	.144	.52098	.011	3.964	1	308	.047		
Communications	(10) Influencing and Advocating	H 2 (Ambition)	.317(a)	.101	.098	.49011	.101	34.725	1	310	.000
		BIO	.350(b)	.123	.117	.48484	.022	7.775	1	309	.006
	(8) Writing	BIO	.191(a)	.036	.033	.55365	.036	11.677	1	310	.001
		LSAT	.223(b)	.050	.044	.55068	.013	4.352	1	309	.038
		H 2 (Ambition)	.253(c)	.064	.055	.54736	.014	4.759	1	308	.030
	(7) Speaking	H 2 (Ambition)	.384(a)	.148	.145	.59936	.148	53.749	1	310	.000
		BIO	.420(b)	.177	.171	.59005	.029	10.857	1	309	.001
	(9) Listening	BIO	.283(a)	.080	.077	.48763	.080	26.886	1	310	.000
H 4 (Interper. Sensitivity)		.317(b)	.100	.094	.48294	.021	7.045	1	309	.008	
SJT	.335(c)	.112	.103	.48058	.012	4.044	1	308	.045		
Planning and Organizing	(13) Strategic Planning	H 2 (Ambition)	.326(a)	.106	.103	.55959	.106	36.767	1	310	.000
		BIO	.376(b)	.141	.136	.54940	.035	12.612	1	309	.000
		SJT	.395(c)	.156	.148	.54537	.015	5.586	1	308	.019
	(14) Organizing and Managing One's Own Work	BIO	.269(a)	.072	.069	.64414	.072	24.188	1	310	.000
		H 2 (Ambition)	.324(b)	.105	.099	.63373	.033	11.259	1	309	.001
		H 6 (Intellec)	.372(c)	.138	.130	.62285	.033	11.896	1	308	.001
	(15) Organizing & Managing Others	H 3 (Sociability)	.389(d)	.151	.140	.61911	.013	4.727	1	307	.030
H 2 (Ambition)		.268(a)	.072	.069	.60098	.072	23.948	1	310	.000	
BIO	.308(b)	.095	.089	.59441	.023	7.885	1	309	.005		
Conflict Resolution	(12) Negotiation Skills	H 2 (Ambition)	.307(a)	.094	.091	.55630	.094	32.321	1	310	.000
		BIO	.333(b)	.111	.105	.55217	.016	5.661	1	309	.018
		Index	.351(c)	.123	.115	.54918	.012	4.373	1	308	.037
	(25) Able to See the World Thru Eyes of Others	BIO	.262(a)	.069	.066	.46590	.069	22.905	1	310	.000
		H 4 (Interper. Sensitivity)	.321(b)	.103	.097	.45804	.034	11.742	1	309	.001
H 2 (Ambition)	.340(c)	.116	.107	.45552	.013	4.426	1	308	.036		
Client & Business Relations	(18) Networking and Business Development	H 2 (Ambition)	.367(a)	.135	.132	.75564	.135	48.195	1	310	.000
		BIO	.395(b)	.156	.151	.74738	.022	7.891	1	309	.005
		H 3 (Sociability)	.412(c)	.170	.162	.74252	.014	5.059	1	308	.025
		SJT	.425(d)	.181	.170	.73868	.011	4.210	1	307	.041
(4) Advising Clients	H 2 (Ambition)	.239(a)	.057	.054	.45832	.057	18.799	1	310	.000	
	BIO	.281(b)	.079	.073	.45378	.022	7.235	1	309	.008	
Working with Others	(17) Developing Relationships in the Legal Profession	H 4 (Interper. Sensitivity)	.332(a)	.110	.107	.49894	.110	38.319	1	310	.000
		BIO	.386(b)	.149	.143	.48872	.039	14.102	1	309	.000
	(16) Evaluation, Develop. & Mentoring	H 2 (Ambition)	.263(a)	.069	.066	.53190	.069	23.019	1	310	.000
H 4 (Interper. Sensitivity)		.303(b)	.092	.086	.52620	.023	7.750	1	309	.006	
Character	Passion and Engagement (22)	H 2 (Ambition)	.346(a)	.120	.117	.71093	.120	42.191	1	310	.000
		BIO	.406(b)	.164	.159	.69379	.045	16.513	1	309	.000
		SJT	.430(c)	.185	.177	.68620	.021	7.872	1	308	.005
	(23) Diligence	BIO	.325(a)	.106	.103	.56597	.106	36.575	1	310	.000
		H 2 (Ambition)	.359(b)	.129	.123	.55944	.023	8.279	1	309	.004
	(20) Integrity/ Honesty	H 2 (Ambition)	.238(a)	.057	.054	.38623	.057	18.650	1	310	.000
		BIO	.279(b)	.078	.072	.38246	.021	7.135	1	309	.008
		H 3 (Sociability)	.300(c)	.090	.081	.38055	.012	4.104	1	308	.044
	(21) Stress Management	H 1 (Adjustment)	.366(a)	.134	.131	.59344	.134	47.948	1	310	.000
		H 2 (Ambition)	.403(b)	.163	.157	.58442	.029	10.645	1	309	.001
	(19) Community Service	BIO	.331(a)	.109	.106	.81390	.109	38.054	1	310	.000
		H 3 (Sociability)	.359(b)	.129	.123	.80637	.019	6.819	1	309	.009
LSAT		.376(c)	.141	.133	.80186	.013	4.490	1	308	.035	
(24) Self-Development	H 2 (Ambition)	.295(a)	.087	.084	.57878	.087	29.647	1	310	.000	
	BIO	.348(b)	.121	.115	.56887	.034	11.893	1	309	.001	

**Table 24:
Peer Stepwise Regressions – TOTAL ALUMNI SAMPLE
(Entered LSAT, Index, HPI, BIO, SJT, OPT)**

			R	R Square	Adjust R Square	Std. Error of the Est.	Change Statistics					
							R Square Change	F Change	df1	df2	Sig. F Change	
Average Across All			SJT	.183(a)	.033	.030	.38831	.033	10.732	1	310	.001
			BIO	.240(b)	.057	.051	.38407	.024	7.872	1	309	.005
Intellectual and Cognitive	(1) Analysis and Reasoning	BIO	.114(a)	.013	.010	.47915	.013	4.046	1	310	.045	
	(2) Creativity/ Innovation	BIO	.181(a)	.033	.030	.60344	.033	10.501	1	310	.001	
		SJT	.222(b)	.049	.043	.59921	.017	5.387	1	309	.021	
	(26) Problem Solving	SJT	.159(a)	.025	.022	.48889	.025	8.091	1	310	.005	
BIO		.209(b)	.043	.037	.48512	.018	5.829	1	309	.016		
	(3) Practical Judgment	SJT	.115(a)	.013	.010	.60455	.013	4.177	1	310	.042	
Research & Information Gathering	(6) Researching the Law	NONE										
	(5) Fact Finding	SJT	.136(a)	.019	.015	.49343	.019	5.858	1	310	.016	
	(11) Questioning and Interviewing	BIO	.142(a)	.020	.017	.54128	.020	6.409	1	310	.012	
SJT		.188(b)	.035	.029	.53795	.015	4.845	1	309	.028		
Communications	(10) Influencing and Advocating	SJT	.164(a)	.027	.024	.52429	.027	8.533	1	310	.004	
		BIO	.204(b)	.042	.036	.52106	.015	4.844	1	309	.028	
	(8) Writing	SJT	.153(a)	.023	.020	.59855	.023	7.401	1	310	.007	
		LSAT	.209(b)	.044	.037	.59327	.020	6.546	1	309	.011	
	(7) Speaking	HPI 2 (Ambition)	.140(a)	.020	.017	.57758	.020	6.231	1	310	.013	
(9) Listening	SJT	.149(a)	.022	.019	.52541	.022	7.021	1	310	.008		
Planning and Organizing	(13) Strategic Planning	SJT	.114(a)	.013	.010	.51946	.013	4.066	1	310	.045	
	(14) Organizing and Managing One's Own Work	HPI 5 (Prudence)	.134(a)	.018	.015	.61395	.018	5.664	1	310	.018	
	(15) Organizing and Managing Others	HPI 5 (Prudence)	.118(a)	.014	.011	.60681	.014	4.411	1	310	.037	
Conflict Resolution	(12) Negotiation Skills	BIO	.114(a)	.013	.010	.51105	.013	4.082	1	310	.044	
	(25) Able to See the World Thru Eyes of Others	SJT	.126(a)	.016	.013	.52614	.016	4.972	1	310	.026	
Client & Business Relations	(18) Networking and Business Development	HPI 2 (Ambition)	.213(a)	.045	.042	.67547	.045	14.703	1	310	.000	
		SJT	.256(b)	.066	.060	.66932	.020	6.729	1	309	.010	
		BIO	.279(c)	.078	.069	.66592	.012	4.163	1	308	.042	
(4) Advising Clients	BIO	.162(a)	.026	.023	.47695	.026	8.313	1	310	.004		
Working with Others	(17) Developing Relationships within the Legal Profession	HPI 4 (Interpers. Sensitivity)	.151(a)	.023	.020	.56131	.023	7.200	1	310	.008	
	(16) Evaluation, Develop. & Mentoring	BIO	.134(a)	.018	.015	.60235	.018	5.672	1	310	.018	
		HPI 5 (Prudence)	.176(b)	.031	.025	.59933	.013	4.129	1	309	.043	
Character	Passion and Engagement (22)	BIO	.203(a)	.041	.038	.62361	.041	13.314	1	310	.000	
		SJT	.244(b)	.060	.054	.61856	.019	6.088	1	309	.014	
	(23) Diligence	BIO	.140(a)	.020	.016	.55003	.020	6.203	1	310	.013	
		HPI 3 (Sociability)	.188(b)	.036	.029	.54644	.016	5.091	1	309	.025	
	(20) Integrity/ Honesty	LSAT	.124(a)	.015	.012	.43498	.015	4.870	1	310	.028	
	(21) Stress Management	HPI 1 (Adjustment)	.160(a)	.026	.022	.60217	.026	8.142	1	310	.005	
		SJT	.205(b)	.042	.036	.59809	.016	5.244	1	309	.023	
	(19) Community Service	BIO	.190(a)	.036	.033	.69692	.036	11.567	1	310	.001	
HPI 4 (Interpers. Sensitivity)		.219(b)	.048	.042	.69371	.012	3.877	1	309	.050		
(24) Self-Development	SJT	.130(a)	.017	.014	.58586	.017	5.299	1	310	.022		

**Table 25:
Supervisor Stepwise Regressions –TOTAL ALUMNI SAMPLE
(Entered LSAT, Index, HPI, BIO, SJT, OPT)**

		R	R Square	Adjust R Square	Std. Error of the Est.	Change Statistics					
						R Square Change	F Change	df1	df2	Sig. F Change	
Average Across All		BIO	.200(a)	.040	.037	.44330	.040	12.898	1	310	.000
		SJT	.253(b)	.064	.058	.43847	.024	7.863	1	309	.005
Intellectual and Cognitive	(1) Analysis and Reasoning	BIO	.186(a)	.035	.032	.59004	.035	11.115	1	310	.001
		LSAT	.217(b)	.047	.041	.58716	.012	4.047	1	309	.045
	(2) Creativity/ Innovation	BIO	.223(a)	.050	.047	.63262	.050	16.294	1	310	.000
		SJT	.252(b)	.064	.058	.62908	.014	4.501	1	309	.035
	(26) Problem Solving	BIO	.195(a)	.038	.035	.55117	.038	12.251	1	310	.001
		SJT	.243(b)	.059	.053	.54596	.021	6.946	1	309	.009
(3) Practical Judgment	BIO	.188(a)	.035	.032	.65542	.035	11.306	1	310	.001	
	SJT	.241(b)	.058	.052	.64863	.023	7.521	1	309	.006	
Research & Information Gathering	(6) Researching the Law	SJT	.144(a)	.021	.018	.58824	.021	6.566	1	310	.011
		BIO	.184(b)	.034	.027	.58528	.013	4.143	1	309	.043
	(5) Fact Finding	SJT	.192(a)	.037	.034	.53508	.037	11.893	1	310	.001
		BIO	.235(b)	.055	.049	.53089	.018	5.910	1	309	.016
	(11) Questioning and Interviewing	BIO	.212(a)	.045	.042	.53679	.045	14.531	1	310	.000
		HPI 6 (Intellect.)	.250(b)	.062	.056	.53267	.018	5.822	1	309	.016
Communications	(10) Influencing and Advocating	BIO	.183(a)	.034	.030	.56931	.034	10.773	1	310	.001
		SJT	.223(b)	.050	.044	.56544	.016	5.261	1	309	.022
	(8) Writing	SJT	.182(a)	.033	.030	.65768	.033	10.648	1	310	.001
		Index	.254(b)	.065	.059	.64795	.031	10.376	1	309	.001
		BIO	.282(c)	.080	.071	.64379	.015	5.011	1	308	.026
	(7) Speaking	BIO	.195(a)	.038	.035	.63379	.038	12.195	1	310	.001
(9) Listening	BIO	.197(a)	.039	.036	.56746	.039	12.471	1	310	.000	
	HPI 5 (Prudence)	.230(b)	.053	.047	.56422	.014	4.577	1	309	.033	
Planning and Organizing	(13) Strategic Planning	BIO	.150(a)	.023	.019	.55957	.023	7.166	1	310	.008
		SJT	.194(b)	.038	.032	.55611	.015	4.873	1	309	.028
	(14) Organizing and Managing One's Own Work	HPI 5 (Prudence)	.180(a)	.032	.029	.68558	.032	10.387	1	310	.001
	(15) Organizing and Managing Others	HPI 5 (Prudence)	.166(a)	.027	.024	.68057	.027	8.739	1	310	.003
BIO		.202(b)	.041	.035	.67689	.014	4.377	1	309	.037	
Conflict Resolution	(12) Negotiation Skills	HPI 2 (Ambition)	.232(a)	.054	.051	.55045	.054	17.601	1	310	.000
	(25) Able to See the World Thru Eyes of Others	HPI 1 (Adjustment)	.164(a)	.027	.024	.57600	.027	8.565	1	310	.004
Client & Business Relations	(18) Networking and Business Development	HPI 2 (Ambition)	.238(a)	.057	.054	.68763	.057	18.659	1	310	.000
		BIO	.270(b)	.073	.067	.68290	.016	5.311	1	309	.022
		SJT	.291(c)	.085	.076	.67957	.012	4.033	1	308	.046
	(4) Advising Clients	BIO	.199(a)	.040	.037	.51070	.040	12.818	1	310	.000
SJT		.233(b)	.055	.048	.50757	.015	4.840	1	309	.029	
Working with Others	(17) Developing Relationships within the Legal Profession	HPI 4 (Interpers. Sensitivity)	.160(a)	.026	.022	.60863	.026	8.140	1	310	.005
	(16) Evaluation, Develop. & Mentoring	HPI 4 (Interpers. Sensitivity)	.151(a)	.023	.020	.58191	.023	7.233	1	310	.008
Character	Passion and Engagement (22)	HPI 2 (Ambition)	.214(a)	.046	.043	.59120	.046	14.834	1	310	.000
		SJT	.266(b)	.071	.065	.58429	.025	8.376	1	309	.004
	(23) Diligence	HPI 5 (Prudence)	.167(a)	.028	.025	.56444	.028	8.945	1	310	.003
	(20) Integrity/ Honesty	SJT	.116(a)	.014	.010	.43177	.014	4.252	1	310	.040
	(21) Stress Management	HPI 1 (Adjustment)	.212(a)	.045	.042	.59221	.045	14.539	1	310	.000
	(19) Community Service	BIO	.261(a)	.068	.065	.67203	.068	22.665	1	310	.000
		HPI 4 (Interpers. Sensitivity)	.285(b)	.081	.075	.66842	.013	4.357	1	309	.038
		HPI 6 (Intellect.)	.310(c)	.096	.087	.66400	.015	5.125	1	308	.024
(24) Self-Development	HPI 2 (Ambition)	.171(a)	.029	.026	.57906	.029	9.319	1	310	.002	
	SJT	.219(b)	.048	.042	.57433	.019	6.128	1	309	.014	

**Table 26:
Other Stepwise Regressions –TOTAL ALUMNI SAMPLE
(Entered LSAT, Index, HPI, BIO, SJT, OPT)**

		R	R Square	Adjust R Square	Std. Error of the Est.	Change Statistics					
						R Square Change	F Change	df1	df2	Sig. F Change	
Average Across All		BIO	.234(a)	.055	.052	.36738	.055	18.030	1	310	.000
		SJT	.307(b)	.095	.089	.36019	.040	13.510	1	309	.000
Intellectual and Cognitive	(1) Analysis and Reasoning	BIO	.193(a)	.037	.034	.47947	.037	11.940	1	310	.001
		SJT	.244(b)	.059	.053	.47464	.022	7.342	1	309	.007
		LSAT	.282(c)	.080	.071	.47029	.020	6.741	1	308	.010
		HPI 3 (Sociability)	.307(d)	.095	.083	.46722	.015	5.066	1	307	.025
	(2) Creativity/ Innovation	BIO	.247(a)	.061	.058	.55760	.061	20.103	1	310	.000
		SJT	.288(b)	.083	.077	.55193	.022	7.394	1	309	.007
		LSAT	.313(c)	.098	.089	.54824	.015	5.172	1	308	.024
	(26) Problem Solving	BIO	.218(a)	.047	.044	.44969	.047	15.421	1	310	.000
		SJT	.283(b)	.080	.074	.44265	.033	10.937	1	309	.001
	(3) Practical Judgment	SJT	.182(a)	.033	.030	.53240	.033	10.594	1	310	.001
		BIO	.218(b)	.047	.041	.52928	.014	4.667	1	309	.032
	Research & Information Gathering	(6) Researching the Law	SJT	.132(a)	.017	.014	.49800	.017	5.495	1	310
BIO			.176(b)	.031	.025	.49535	.014	4.328	1	309	.038
LSAT			.211(c)	.044	.035	.49272	.013	4.297	1	308	.039
(5) Fact Finding		SJT	.207(a)	.043	.040	.44781	.043	13.887	1	310	.000
		BIO	.262(b)	.069	.063	.44241	.026	8.604	1	309	.004
(11) Questioning and Interviewing		BIO	.204(a)	.041	.038	.48043	.041	13.401	1	310	.000
Communications	(10) Influencing and Advocating	SJT	.212(a)	.045	.042	.48026	.045	14.647	1	310	.000
		BIO	.277(b)	.077	.071	.47297	.032	10.623	1	309	.001
	(8) Writing	SJT	.219(a)	.048	.045	.53884	.048	15.683	1	310	.000
		Index	.287(b)	.082	.076	.52995	.034	11.485	1	309	.001
		BIO	.324(c)	.105	.096	.52427	.022	7.727	1	308	.006
	(7) Speaking	BIO	.189(a)	.036	.033	.52365	.036	11.494	1	310	.001
	(9) Listening	SJT	.186(a)	.034	.031	.45723	.034	11.063	1	310	.001
		BIO	.228(b)	.052	.046	.45378	.018	5.739	1	309	.017
		HPI 5 (Prudence)	.253(c)	.064	.055	.45167	.012	3.886	1	308	.050
Planning and Organizing	(13) Strategic Planning	SJT	.176(a)	.031	.028	.47496	.031	9.928	1	310	.002
		BIO	.227(b)	.052	.045	.47066	.021	6.690	1	309	.010
	(14) Organizing and Managing One's Own Work	HPI 5 (Prudence)	.199(a)	.040	.037	.57966	.040	12.829	1	310	.000
		BIO	.235(b)	.055	.049	.57589	.016	5.071	1	309	.025
	(15) Organizing and Managing Others	HPI 5 (Prudence)	.167(a)	.028	.025	.57551	.028	8.874	1	310	.003
	BIO	.213(b)	.045	.039	.57128	.017	5.609	1	309	.018	
Conflict Resolution	(12) Negotiation Skills	BIO	.177(a)	.031	.028	.48024	.031	9.985	1	310	.002
		SJT	.211(b)	.045	.038	.47771	.013	4.305	1	309	.039
	(25) Able to See the World Thru Eyes of Others	SJT	.162(a)	.026	.023	.45776	.026	8.330	1	310	.004
	HPI 4 (Interpers.Sensitivity)	.208(b)	.043	.037	.45450	.017	5.462	1	309	.020	
Client & Business Relations	(18) Networking and Business Development	BIO	.244(a)	.060	.057	.63410	.060	19.673	1	310	.000
		HPI 2 (Ambition)	.291(b)	.085	.079	.62658	.025	8.491	1	309	.004
		SJT	.323(c)	.105	.096	.62076	.020	6.813	1	308	.009
	(4) Advising Clients	BIO	.198(a)	.039	.036	.43101	.039	12.653	1	310	.000
	SJT	.246(b)	.061	.055	.42684	.022	7.083	1	309	.008	
Working with Others	(17) Developing Relationships within the Legal Profession	HPI 4 (Interpers.Sensitivity)	.177(a)	.031	.028	.50913	.031	10.054	1	310	.002
		SJT	.221(b)	.049	.043	.50538	.017	5.606	1	309	.019
	(16) Evaluation, Develop. & Mentoring	BIO	.172(a)	.030	.027	.55236	.030	9.499	1	310	.002
		HPI 5 (Prudence)	.224(b)	.050	.044	.54742	.020	6.616	1	309	.011
Character	Passion and Engagement (22)	BIO	.216(a)	.047	.044	.55027	.047	15.181	1	310	.000
		SJT	.274(b)	.075	.069	.54296	.028	9.404	1	309	.002
		HPI 2 (Ambition)	.303(c)	.092	.083	.53884	.017	5.741	1	308	.017
	(23) Diligence	HPI 5 (Prudence)	.189(a)	.036	.033	.50176	.036	11.541	1	310	.001
		BIO	.229(b)	.052	.046	.49826	.016	5.365	1	309	.021
		HPI 3 (Sociability)	.260(c)	.067	.058	.49508	.015	4.982	1	308	.026
	(20) Integrity/ Honesty	SJT	.119(a)	.014	.011	.38226	.014	4.468	1	310	.035
		Index	.163(b)	.027	.020	.38047	.012	3.918	1	309	.049
	(21) Stress Management	HPI 1 (Adjustment)	.220(a)	.048	.045	.52217	.048	15.749	1	310	.000
		SJT	.269(b)	.072	.066	.51644	.024	7.913	1	309	.005
	(19) Community Service	BIO	.240(a)	.058	.055	.65965	.058	18.953	1	310	.000
		HPI 4 (Interpers.Sensitivity)	.272(b)	.074	.068	.65489	.017	5.520	1	309	.019
(24) Self-Development	SJT	.155(a)	.024	.021	.52759	.024	7.587	1	310	.006	
	BIO	.201(b)	.040	.034	.52400	.016	5.272	1	309	.022	

**Table 27:
Tally of variables from stepwise regressions:**

Self appraisals:

HPI and BIO are most frequent

- HPI 2 Ambition = 23
- BIO = 22
- SJT = 4
- HPI 4 Interpersonal Sensitivity = 4
- HPI 3 Sociability = 4
- HPI 6 Intellectance = 2
- LSAT = 2
- OPT = 1
- Index = 1
- HPI 1 Adjustment = 1

Peer appraisals:

SJT and BIO are most frequent

- SJT = 14
- BIO = 12
- HPI 5 Prudence = 3
- HPI 2 Ambition = 2
- HPI 4 Interpersonal Sensitivity = 2
- LSAT = 2
- HPI 3 Sociability = 1
- HPI 1 Adjustment = 1

Supervisor Appraisals:

BIO and SJT are most frequent

- BIO = 16
- SJT = 13
- HPI 5 Prudence = 4
- HPI 2 Ambition = 4
- HPI 4 Interpersonal Sensitivity = 3
- HPI 1 Adjustment = 2
- HPI 6 Intellectance = 2
- LSAT = 1
- Index = 1

Other Appraisals (Average of Peer and Supervisor):

BIO and SJT are most frequent

- BIO = 22
- SJT = 19
- HPI 5 Prudence = 4
- LSAT = 3
- HPI 4 Interpersonal Sensitivity = 3
- HPI 3 Sociability = 2
- Index = 2
- HPI 2 Ambition = 2
- HPI 1 Adjustment = 1

Table 28: Correlation of UGPA, LSAT, and Index with 1L GPA

Correlations		1L GPA
Zscore: Undergrad GPA	Pearson Correlation	.214**
	Sig. (2-tailed)	.000
	N	1065
Zscore: Adjusted LSAT score	Pearson Correlation	.424**
	Sig. (2-tailed)	.000
	N	1055
Index 50/50	Pearson Correlation	.419**
	Sig. (2-tailed)	.000
	N	1050

** . Correlation is significant at the 0.01 level (2-tailed).

Table 29: Correlations of UGPA, LSAT, and Index with 1L GPA – BERKELEY ALUMNI SAMPLE ONLY

Correlations		1L GPA
Zscore: Undergrad GPA	Pearson Correlation	.237**
	Sig. (2-tailed)	.000
	N	675
Zscore: Adjusted LSAT score	Pearson Correlation	.492**
	Sig. (2-tailed)	.000
	N	671
Index 50/50	Pearson Correlation	.483**
	Sig. (2-tailed)	.000
	N	667

** . Correlation is significant at the 0.01 level (2-tailed).

Table 30: Correlations of UGPA, LSAT, and Index with 1L GPA – HASTINGS ALUMNI SAMPLE ONLY

Correlations		1L GPA
Zscore: Undergrad GPA	Pearson Correlation	.237**
	Sig. (2-tailed)	.000
	N	675
Zscore: Adjusted LSAT score	Pearson Correlation	.492**
	Sig. (2-tailed)	.000
	N	671
Index 50/50	Pearson Correlation	.483**
	Sig. (2-tailed)	.000
	N	667

** . Correlation is significant at the 0.01 level (2-tailed).

Table 31: Correlations of all tests with 1L GPA – ALL ALUMNI

Correlations		1L GPA
HPI 1 Adjustment	Pearson Correlation	-.074*
	Sig. (2-tailed)	.030
	N	853
HPI 2 Ambition	Pearson Correlation	-.118**
	Sig. (2-tailed)	.001
	N	853
HPI 3 Sociability	Pearson Correlation	-.085*
	Sig. (2-tailed)	.013
	N	853
HPI 4 Interpersonal Sensitivity	Pearson Correlation	-.122**
	Sig. (2-tailed)	.000
	N	853
HPI 5 Prudence	Pearson Correlation	.003
	Sig. (2-tailed)	.932
	N	853
HPI 6 Intellectance	Pearson Correlation	.000
	Sig. (2-tailed)	.995
	N	853
HPI 7 Learning Approach	Pearson Correlation	.214**
	Sig. (2-tailed)	.000
	N	853
HDS 1 Excitable	Pearson Correlation	.158**
	Sig. (2-tailed)	.009
	N	276
HDS 2 Skeptical	Pearson Correlation	-.050
	Sig. (2-tailed)	.410
	N	276
HDS 3 Cautious	Pearson Correlation	.116
	Sig. (2-tailed)	.053
	N	276
HDS 4 Reserved	Pearson Correlation	.106
	Sig. (2-tailed)	.078
	N	276
HDS 5 Leisurely	Pearson Correlation	.000
	Sig. (2-tailed)	.995
	N	276
HDS 6 Bold	Pearson Correlation	-.033
	Sig. (2-tailed)	.585
	N	275
HDS 7 Mischievous	Pearson Correlation	-.056
	Sig. (2-tailed)	.350
	N	276
HDS 8 Colorful	Pearson Correlation	-.061
	Sig. (2-tailed)	.316
	N	276
HDS 9 Imaginative	Pearson Correlation	-.109
	Sig. (2-tailed)	.070
	N	276
HDS 10 Diligent	Pearson Correlation	-.070
	Sig. (2-tailed)	.249
	N	276
HDS 11 Dutiful	Pearson Correlation	.014
	Sig. (2-tailed)	.823
	N	276
MVPI 1 Aesthetic	Pearson Correlation	-.055
	Sig. (2-tailed)	.379
	N	254
MVPI 2 Affiliation	Pearson Correlation	-.055
	Sig. (2-tailed)	.384
	N	254
MVPI 3 Altruistic	Pearson Correlation	-.088
	Sig. (2-tailed)	.163
	N	254
MVPI 4 Commercial	Pearson Correlation	-.093
	Sig. (2-tailed)	.141
	N	254
MVPI 5 Hedonistic	Pearson Correlation	-.146*
	Sig. (2-tailed)	.020
	N	254
MVPI 6 Power	Pearson Correlation	-.033
	Sig. (2-tailed)	.597
	N	254
MVPI 7 Recognition	Pearson Correlation	-.041
	Sig. (2-tailed)	.510
	N	254
MVPI 8 Scientific	Pearson Correlation	.052
	Sig. (2-tailed)	.408
	N	254
MVPI 9 Security	Pearson Correlation	.059
	Sig. (2-tailed)	.348
	N	254
MVPI 10 Tradition	Pearson Correlation	-.096
	Sig. (2-tailed)	.127
	N	254
BIO mean score	Pearson Correlation	-.092*
	Sig. (2-tailed)	.018
	N	665
SJT mean score	Pearson Correlation	.008
	Sig. (2-tailed)	.848
	N	633
SMS total score	Pearson Correlation	.044
	Sig. (2-tailed)	.257
	N	656
OPT total score	Pearson Correlation	-.077*
	Sig. (2-tailed)	.047
	N	660
ER Sum total score	Pearson Correlation	.080*
	Sig. (2-tailed)	.022
	N	816

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Table 32: Correlations of all tests with 1L GPA – BERKELEY ALUMNI SAMPLE ONLY

Correlations		1L GPA
HPI 1 Adjustment	Pearson Correlation	-.042
	Sig. (2-tailed)	.324
	N	547
HPI 2 Ambition	Pearson Correlation	-.111**
	Sig. (2-tailed)	.009
	N	547
HPI 3 Sociability	Pearson Correlation	-.100*
	Sig. (2-tailed)	.020
	N	547
HPI 4 Interpersonal Sensitivity	Pearson Correlation	-.125**
	Sig. (2-tailed)	.003
	N	547
HPI 5 Prudence	Pearson Correlation	.020
	Sig. (2-tailed)	.642
	N	547
HPI 6 Intellectance	Pearson Correlation	-.005
	Sig. (2-tailed)	.904
	N	547
HPI 7 Learning Approach	Pearson Correlation	.216**
	Sig. (2-tailed)	.000
	N	547
HDS 1 Excitable	Pearson Correlation	.130
	Sig. (2-tailed)	.081
	N	182
HDS 2 Skeptical	Pearson Correlation	-.077
	Sig. (2-tailed)	.302
	N	182
HDS 3 Cautious	Pearson Correlation	.124
	Sig. (2-tailed)	.095
	N	182
HDS 4 Reserved	Pearson Correlation	.112
	Sig. (2-tailed)	.134
	N	182
HDS 5 Leisurely	Pearson Correlation	-.028
	Sig. (2-tailed)	.711
	N	182
HDS 6 Bold	Pearson Correlation	-.072
	Sig. (2-tailed)	.334
	N	182
HDS 7 Mischievous	Pearson Correlation	-.052
	Sig. (2-tailed)	.489
	N	182
HDS 8 Colorful	Pearson Correlation	-.058
	Sig. (2-tailed)	.434
	N	182
HDS 9 Imaginative	Pearson Correlation	-.147*
	Sig. (2-tailed)	.048
	N	182
HDS 10 Diligent	Pearson Correlation	-.106
	Sig. (2-tailed)	.155
	N	182
HDS 11 Dutiful	Pearson Correlation	.091
	Sig. (2-tailed)	.220
	N	182
MVPI 1 Aesthetic	Pearson Correlation	-.075
	Sig. (2-tailed)	.350
	N	158
MVPI 2 Affiliation	Pearson Correlation	-.119
	Sig. (2-tailed)	.137
	N	158
MVPI 3 Altruistic	Pearson Correlation	-.201*
	Sig. (2-tailed)	.011
	N	158
MVPI 4 Commercial	Pearson Correlation	-.081
	Sig. (2-tailed)	.313
	N	158
MVPI 5 Hedonistic	Pearson Correlation	-.191*
	Sig. (2-tailed)	.016
	N	158
MVPI 6 Power	Pearson Correlation	-.028
	Sig. (2-tailed)	.730
	N	158
MVPI 7 Recognition	Pearson Correlation	-.032
	Sig. (2-tailed)	.685
	N	158
MVPI 8 Scientific	Pearson Correlation	.052
	Sig. (2-tailed)	.519
	N	158
MVPI 9 Security	Pearson Correlation	.092
	Sig. (2-tailed)	.251
	N	158
MVPI 10 Tradition	Pearson Correlation	-.130
	Sig. (2-tailed)	.103
	N	158
BIO mean score	Pearson Correlation	-.092
	Sig. (2-tailed)	.061
	N	416
SJT mean score	Pearson Correlation	.002
	Sig. (2-tailed)	.969
	N	410
SMS total score	Pearson Correlation	.074
	Sig. (2-tailed)	.132
	N	412
OPT total score	Pearson Correlation	-.074
	Sig. (2-tailed)	.132
	N	414
ER Sum total score	Pearson Correlation	.123**
	Sig. (2-tailed)	.005
	N	520

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Table 33: Correlations of all tests with 1L GPA – HASTINGS ALUMNI SAMPLE ONLY

Correlations		1L GPA
HPI 1 Adjustment	Pearson Correlation	-.150**
	Sig. (2-tailed)	.008
	N	306
HPI 2 Ambition	Pearson Correlation	-.146*
	Sig. (2-tailed)	.011
	N	306
HPI 3 Sociability	Pearson Correlation	-.062
	Sig. (2-tailed)	.278
	N	306
HPI 4 Interpersonal Sensitivity	Pearson Correlation	-.134*
	Sig. (2-tailed)	.019
	N	306
HPI 5 Prudence	Pearson Correlation	-.029
	Sig. (2-tailed)	.613
	N	306
HPI 6 Intellectance	Pearson Correlation	-.016
	Sig. (2-tailed)	.777
	N	306
HPI 7 Learning Approach	Pearson Correlation	.247**
	Sig. (2-tailed)	.000
	N	306
HDS 1 Excitable	Pearson Correlation	.237*
	Sig. (2-tailed)	.021
	N	94
HDS 2 Skeptical	Pearson Correlation	.008
	Sig. (2-tailed)	.938
	N	94
HDS 3 Cautious	Pearson Correlation	.116
	Sig. (2-tailed)	.264
	N	94
HDS 4 Reserved	Pearson Correlation	.099
	Sig. (2-tailed)	.343
	N	94
HDS 5 Leisurely	Pearson Correlation	.063
	Sig. (2-tailed)	.546
	N	94
HDS 6 Bold	Pearson Correlation	.066
	Sig. (2-tailed)	.527
	N	93
HDS 7 Mischievous	Pearson Correlation	-.097
	Sig. (2-tailed)	.351
	N	94
HDS 8 Colorful	Pearson Correlation	-.073
	Sig. (2-tailed)	.483
	N	94
HDS 9 Imaginative	Pearson Correlation	-.052
	Sig. (2-tailed)	.615
	N	94
HDS 10 Diligent	Pearson Correlation	.045
	Sig. (2-tailed)	.667
	N	94
HDS 11 Dutiful	Pearson Correlation	-.192
	Sig. (2-tailed)	.063
	N	94
MVPI 1 Aesthetic	Pearson Correlation	-.013
	Sig. (2-tailed)	.904
	N	96
MVPI 2 Affiliation	Pearson Correlation	.136
	Sig. (2-tailed)	.188
	N	96
MVPI 3 Altruistic	Pearson Correlation	.206*
	Sig. (2-tailed)	.044
	N	96
MVPI 4 Commercial	Pearson Correlation	-.144
	Sig. (2-tailed)	.163
	N	96
MVPI 5 Hedonistic	Pearson Correlation	-.057
	Sig. (2-tailed)	.578
	N	96
MVPI 6 Power	Pearson Correlation	-.054
	Sig. (2-tailed)	.604
	N	96
MVPI 7 Recognition	Pearson Correlation	-.077
	Sig. (2-tailed)	.459
	N	96
MVPI 8 Scientific	Pearson Correlation	.060
	Sig. (2-tailed)	.564
	N	96
MVPI 9 Security	Pearson Correlation	-.018
	Sig. (2-tailed)	.860
	N	96
MVPI 10 Tradition	Pearson Correlation	-.017
	Sig. (2-tailed)	.867
	N	96
BIO mean score	Pearson Correlation	-.081
	Sig. (2-tailed)	.204
	N	249
SJT mean score	Pearson Correlation	.042
	Sig. (2-tailed)	.532
	N	223
SMS total score	Pearson Correlation	-.006
	Sig. (2-tailed)	.930
	N	244
OPT total score	Pearson Correlation	-.069
	Sig. (2-tailed)	.278
	N	246
ER Sum total score	Pearson Correlation	-.008
	Sig. (2-tailed)	.892
	N	296

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

**Table 34:
Background Info for Student Sample: n = 203**

		Frequency	Percent		
School	Hastings	0	0		
	Berkeley	203	100		
Sex	Female	134	66.0		
	Male	69	34.0		
Ethnicity	Caucasian	126	62.1		
	African American	7	3.4		
	Hispanic	19	9.4		
	Asian/Pacific Islander	32	15.8		
	Native American	16	7.9		
	Mixed Race/Ethnicity	126	62.1		
	Missing	3	1.5		
Current year in Law School	First year (1L)	0	0		
	Second year (2L)	120	59.1		
	Third year (3L)	82	40.4		
	Missing	1	.5		
Plan to practice law?	No	10	4.9		
	Yes	192	94.6		
	Missing	1	.5		
Desired Future Work Setting?		-- Solo practice	0	0	
		-- Small firm (2-10 attorneys total)	3	1.5	
	Private Practice		-- Small-medium firm (11-50 attorneys total)	10	4.9
			-- Medium firm (51-150 attorneys total)	20	9.9
			-- Large firm (151+ attorneys total)	66	32.5
	In-house Counsel:		-- Business	2	1.0
			-- Non-profit	0	0
	Government Practice		27	13.3	
	Public Interest Practice		31	15.3	
	Dispute Resolution		-- Judge (including Magistrate, ALJ, or Judicial Staff/Clerks)	4	2.0
			-- Private Arbitrator, Mediator	2	1.0
			-- Law School Faculty	5	2.5
	Academic/Education		-- Law School Administration, Library, or Services	1	.5
			-- Non-Law Academic Faculty	1	.5
			-- Non-Law Academic Administration, Library, or Services		
	Research or Policy Analysis		5	2.5	
Politician/ Staff or Lobbying		11	5.4		
Organizational/Administrative, Managerial or Policy Work		4	2.0		
Missing		11	5.4		

		Frequency	Percent
Intended practice area	Wills, Trusts & Estates	6	3.0
	Voting Rights & Election	1	.5
	Taxation	7	3.4
	Securities - Litigation	1	.5
	Real Estate Development	1	.5
	Real Estate (transactions)	2	1.0
	Privacy	3	1.5
	Poverty & Gov't Benefits	2	1.0
	Labor	3	1.5
	International (Public)	6	3.0
	International (Private)	5	2.5
	Intellectual Property	18	8.9
	Immigration	6	3.0
	Human Rights	7	3.4
	Health & FDA	4	2.0
	Environmental	8	3.9
	Entertainment/ Sports	4	2.0
	Employment	6	3.0
	Disability	1	.5
	Criminal & Criminal Procedure	16	7.9
	Corporate & Business Transactions	20	9.9
	Corporate & Business Litigation	8	3.9
	Contracts and Commercial	1	.5
	Constitutional	3	1.5
	Community Economic Development	2	1.0
	Civil Rights	21	10.3
	Civil Litigation (general)	16	7.9
	Bankruptcy & Debtor-Creditor	2	1.0
Appellate	6	3.0	
Antitrust	2	1.0	
Administrative	4	2.0	
Missing	11	5.4	

**Table 35:
Means for School-Based Performance Measures (Students only)**

		Total	Gender		Ethnicity			
			Female	Male	White	African-American	Hispanic	Asian/Pacific Islander
UGPA	Mean	3.716	3.722	3.704	3.728	3.670	3.701	3.695
	N	203.000	134.000	69.000	126.000	7.000	19.000	32.000
	SD	0.233	0.223	0.253	0.228	0.215	0.231	0.266
LSAT 120-180	Mean	165.193	164.582	166.397	166.556	158.714	159.684	165.032
	N	202.000	134.000	68.000	126.000	7.000	19.000	31.000
	SD	5.523	5.292	5.806	4.793	3.302	7.454	3.799
50/50 Index (Zscore)	Mean	0.620	0.528	0.803	0.902	-0.682	-0.421	0.525
	N	202.000	134.000	68.000	126.000	7.000	19.000	31.000
	SD	1.190	1.144	1.266	1.088	1.033	1.328	0.991
1 st year LGPA	Mean	2.743	2.714	2.798	2.859	2.617	2.438	2.705
	N	175.000	114.000	61.000	108.000	6.000	16.000	28.000
	SD	0.592	0.600	0.576	0.577	0.861	0.497	0.587

**Table 36:
Means for BIO and SJT (Students only)**

		Total	Gender		Ethnicity			
			Female	Male	White	African-American	Hispanic	Asian/Pacific Islander
BIO mean score	Mean	2.6588	2.6959	2.5893	2.6467	2.5418	2.6581	2.7012
	N	132	86	46	89	5	11	16
	SD	.39116	.37784	.41012	.37695	.47691	.39856	.46291
SJT mean score	Mean	2.6416	2.6720	2.5815	2.6966	2.6625	2.5895	2.4895
	N	131	87	44	78	4	10	25
	SD	.43216	.42935	.43632	.44369	.44977	.50490	.40546

**Table 37:
Means for Hogan Personality Inventory (HPI) (Students only)**

		Total	Gender		Ethnicity			
			Female	Male	White	African-American	Hispanic	Asian/Pacific Islander
HPI 1: Adjustment	Mean	20.94	21.16	20.51	21.55	17.57	20.38	19.81
	N	191	128	63	118	7	16	31
	SD	6.423	6.190	6.902	6.009	9.289	8.139	5.636
HPI 2 Ambition	Mean	19.81	19.62	20.19	19.81	19.14	20.19	18.97
	N	191	128	63	118	7	16	31
	SD	5.571	5.576	5.588	5.478	7.625	4.916	5.244
HPI 3 Sociability	Mean	14.65	14.18	15.60	14.62	16.86	15.13	13.45
	N	191	128	63	118	7	16	31
	SD	4.786	4.728	4.798	4.759	5.956	4.048	5.176
HPI 4 Interpers. Sensitivity	Mean	18.12	18.55	17.24	18.27	18.86	17.38	17.84
	N	191	128	63	118	7	16	31
	SD	2.971	2.656	3.383	2.863	1.773	3.998	2.945
HPI 5 Prudence	Mean	17.68	18.39	16.22	17.96	15.57	17.50	17.52
	N	191	128	63	118	7	16	31
	SD	4.270	4.193	4.082	4.031	3.599	5.967	4.065
HPI 6 Intellectance	Mean	14.74	14.00	16.25	14.78	16.00	13.50	14.26
	N	191	128	63	118	7	16	31
	SD	4.158	4.107	3.869	4.085	2.944	5.621	4.066
HPI 7 Learning Approach	Mean	9.90	9.99	9.71	10.06	10.14	8.94	9.81
	N	191	128	63	118	7	16	31
	SD	2.394	2.464	2.254	2.447	2.035	1.982	2.496

**Table 38:
Means for Hogan Development Survey (HDS) (Students only)**

		Total	Gender		Ethnicity			
			Female	Male	White	African-American	Hispanic	Asian/Pacific Islander
HDS 1 Excitable	Mean	5.98	5.80	6.42	5.43	6.50	6.57	6.25
	N	63	44	19	35	2	7	16
	SD	3.265	3.181	3.501	2.993	2.121	4.237	3.416
HDS 2 Skeptical	Mean	5.75	5.45	6.42	5.26	7.00	7.29	5.94
	N	63	44	19	35	2	7	16
	SD	2.396	2.357	2.411	2.280	1.414	2.430	2.407
HDS 3 Cautious	Mean	5.79	5.77	5.84	5.49	5.50	6.14	6.31
	N	63	44	19	35	2	7	16
	SD	2.846	2.900	2.794	2.737	2.121	3.848	2.915
HDS 4 Reserved	Mean	4.94	4.70	5.47	5.14	5.50	4.43	4.50
	N	63	44	19	35	2	7	16
	SD	2.086	2.141	1.896	2.390	.707	1.618	1.673
HDS 5 Leisurely	Mean	5.49	5.41	5.68	5.17	7.00	5.43	5.69
	N	63	44	19	35	2	7	16
	SD	2.063	2.061	2.110	1.465	1.414	3.823	2.056
HDS 6 Bold	Mean	7.06	6.80	7.68	6.60	10.50	7.00	7.63
	N	63	44	19	35	2	7	16
	SD	2.956	3.100	2.562	2.943	3.536	1.915	3.074
HDS 7 Mischievous	Mean	5.43	5.45	5.37	5.03	7.50	6.43	5.31
	N	63	44	19	35	2	7	16
	SD	2.360	2.454	2.191	2.269	.707	2.637	2.330
HDS 8 Colorful	Mean	6.94	6.48	8.00	6.86	9.00	6.00	7.19
	N	63	44	19	35	2	7	16
	SD	3.146	3.031	3.232	3.336	1.414	1.826	3.468
HDS 9 Imaginative	Mean	6.75	6.64	7.00	6.49	7.50	6.43	7.13
	N	63	44	19	35	2	7	16
	SD	2.658	2.633	2.769	2.254	.707	2.820	3.686
HDS 10 Diligent	Mean	9.89	10.05	9.53	9.74	11.50	10.29	9.56
	N	63	44	19	35	2	7	16
	SD	2.489	2.650	2.091	2.559	2.121	2.984	2.421
HDS 11 Dutiful	Mean	8.17	8.39	7.68	8.03	9.50	8.00	8.69
	N	63	44	19	35	2	7	16
	SD	2.106	1.956	2.405	2.229	2.121	1.414	1.621

**Table 39:
Means for Motives, Values, Preferences Inventory (MVPI) (Students only)**

		Total	Gender		Ethnicity			
			Female	Male	White	African-American	Hispanic	Asian/Pacific Islander
MVPI 1 Aesthetic	Mean	40.43	39.35	42.60	40.94	40.00	44.00	36.67
	N	60	40	20	35	3	6	6
	SD	8.058	7.319	9.179	7.585	9.539	12.000	6.683
MVPI 2 Affiliation	Mean	48.70	48.90	48.30	49.51	51.67	42.83	47.50
	N	60	40	20	35	3	6	6
	SD	6.424	6.054	7.255	5.958	5.132	8.085	6.473
MVPI 3 Altruistic	Mean	52.90	53.70	51.30	53.37	56.67	46.50	54.00
	N	60	40	20	35	3	6	6
	SD	6.462	5.689	7.692	5.699	3.512	9.813	4.382
MVPI 4 Commercial	Mean	35.62	36.10	34.65	34.29	37.00	30.83	40.17
	N	60	40	20	35	3	6	6
	SD	7.014	6.504	8.028	7.028	4.000	6.524	5.811
MVPI 5 Hedonistic	Mean	43.25	42.03	45.70	41.66	44.00	45.33	45.17
	N	60	40	20	35	3	6	6
	SD	7.780	8.198	6.367	8.306	8.000	5.785	8.256
MVPI 6 Power	Mean	44.43	44.28	44.75	44.97	45.67	36.67	45.17
	N	60	40	20	35	3	6	6
	SD	7.329	7.211	7.738	7.027	7.371	8.524	7.574
MVPI 7 Recognition	Mean	43.38	42.70	44.75	41.60	48.00	46.00	44.00
	N	60	40	20	35	3	6	6
	SD	7.585	6.517	9.408	8.008	5.000	7.071	8.124
MVPI 8 Scientific	Mean	40.33	39.13	42.75	39.80	41.33	37.17	40.33
	N	60	40	20	35	3	6	6
	SD	8.663	8.340	9.002	8.295	2.082	9.432	12.628
MVPI 9 Security	Mean	38.42	39.98	35.30	38.09	37.33	36.17	41.83
	N	60	40	20	35	3	6	6
	SD	7.397	7.141	7.064	7.812	10.017	8.886	7.679
MVPI 10 Tradition	Mean	43.82	44.33	42.80	44.26	47.67	38.33	44.00
	N	60	40	20	35	3	6	6
	SD	6.088	5.963	6.363	5.957	2.887	3.983	9.940

**Table 40:
Means for SMS, OPT, and ER (Students only)**

		Total	Gender		Ethnicity			
			Female	Male	White	African-American	Hispanic	Asian/Pacific Islander
SMS total score	Mean	16.515 2	16.0698	17.3478	16.4831	20.0000	15.3636	15.7500
	N	132	86	46	89	5	11	16
	SD	5.0501 1	4.81857	5.41281	5.18983	5.87367	4.27253	4.72582
OPT total score	Mean	22.969 5	23.3882	22.1957	22.9773	20.8000	22.5455	22.5000
	N	131	85	46	88	5	11	16
	SD	4.9922 1	4.91377	5.09736	5.20605	5.26308	4.32120	4.51664
ER Sum total score	Mean	39.494 8	40.1406	38.2031	39.1695	35.0000	39.5000	38.5625
	N	192	128	64	118	7	16	32
	SD	7.9652 4	7.36317	8.97294	7.04358	8.98146	5.63323	11.12955

Table 47: Inter-correlations of Raters (Students only)

	Self and peer	Self and Sup	Peer and Sup	Self and Other	Self and Global	Peer and Other	Peer and Global	Sup and Other	Sup and Global	Other and Global
1 Analysis & Reasoning	.184(*)	.337(**)	.264(**)	.298(**)	.643(**)	.809(**)	.744(**)	.839(**)	.784(**)	.925(**)
2 Creativity	.090	-.009	.189(*)	.058	.512(**)	.833(**)	.808(**)	.861(**)	.727(**)	.914(**)
3 Practical Judgment	.141	.310(**)	.198(*)	.230(**)	.610(**)	.891(**)	.812(**)	.807(**)	.745(**)	.914(**)
4 Advising Clients	.020	.092	-.110	.030	.614(**)	.869(**)	.794(**)	.770(**)	.599(**)	.871(**)
5 Fact Finding	.087	-.018	.093	.109	.522(**)	.808(**)	.748(**)	.826(**)	.740(**)	.912(**)
6 Researching Law	.008	.119	.098	.132	.593(**)	.806(**)	.709(**)	.828(**)	.718(**)	.885(**)
7 Speaking	.099	.154	.238(**)	.130	.575(**)	.866(**)	.807(**)	.797(**)	.695(**)	.910(**)
8 Writing	.262(**)	.168	.129	.218(**)	.706(**)	.824(**)	.759(**)	.845(**)	.700(**)	.867(**)
9 Listening	.281(**)	.134	.131	.318(**)	.620(**)	.876(**)	.843(**)	.718(**)	.624(**)	.939(**)
10 Influence & Advocate	.104	.223(*)	.130	.169(*)	.632(**)	.811(**)	.745(**)	.814(**)	.728(**)	.906(**)
11 Question & Interview	.159	.295(*)	.109	.235(*)	.775(**)	.925(**)	.837(**)	.891(**)	.809(**)	.904(**)
12 Negotiation	.158	-.052	.225	.112	.704(**)	.958(**)	.899(**)	.892(**)	.773(**)	.928(**)
13 Strategic Planning	.073	-.046	.174	.073	.576(**)	.885(**)	.829(**)	.804(**)	.650(**)	.895(**)
14 Managing Self	.218(*)	.239(**)	.130	.281(**)	.666(**)	.841(**)	.800(**)	.723(**)	.612(**)	.904(**)
15 Managing Others	.143	.400(**)	.087	.320(**)	.762(**)	.896(**)	.831(**)	.811(**)	.685(**)	.904(**)
16 Eval, Develop & Mentor	.252(*)	-.158	-.037	.184	.720(**)	.947(**)	.886(**)	.892(**)	.748(**)	.913(**)
17 Developing Relationships	.239(**)	.106	.180	.241(**)	.595(**)	.885(**)	.862(**)	.757(**)	.599(**)	.927(**)
18 Networking	.315(**)	.336(**)	.219	.313(**)	.760(**)	.924(**)	.826(**)	.843(**)	.696(**)	.862(**)
19 Community Service	.371(**)	.303(**)	.398(**)	.396(**)	.757(**)	.931(**)	.876(**)	.852(**)	.756(**)	.918(**)
20 Integrity	.027	.208(*)	.143	.090	.522(**)	.859(**)	.796(**)	.788(**)	.681(**)	.894(**)
21 Stress management	.261(**)	.136	.203(*)	.238(**)	.657(**)	.886(**)	.841(**)	.768(**)	.623(**)	.903(**)
22 Passion	.209(*)	.148	.281(**)	.187(*)	.614(**)	.883(**)	.850(**)	.790(**)	.659(**)	.909(**)
23 Diligence	.126	.048	.113	.132	.566(**)	.831(**)	.789(**)	.729(**)	.614(**)	.907(**)
24 Self Development	.071	.064	.283(**)	.077	.567(**)	.896(**)	.828(**)	.805(**)	.729(**)	.906(**)
25 Eyes of others	.253(**)	.041	.173	.200(*)	.650(**)	.866(**)	.834(**)	.801(**)	.630(**)	.906(**)
26 Problem Solving	.166	.185	.118	.229(**)	.630(**)	.845(**)	.801(**)	.775(**)	.675(**)	.920(**)
Average correlation	.113	.193(*)	.243(**)	.181(*)	.527(**)	.845(**)	.824(**)	.831(**)	.698(**)	.920(**)

Table 48: LSAT and GPA Correlations with Performance - Student Sample

		Intellectual and Cognitive				Research and Information Gathering			Communications				Planning and Organizing			Conflict Resolution		Client & Business Relations		Working with Others		Character					Total	
		1	2	26	3	6	5	11	10	8	7	9	13	14	15	12	25	18	4	17	16	22	23	20	21	19	24	Avg Across
		Analysis & Reasoning	Creativity	Problem Solving	Practical Judgment	Researching Law	Fact Finding	Question & Interview	Influence & Advocate	Writing	Speaking	Listening	Strategic Planning	Managing Self	Managing Others	Negotiation	Eyes of others	Networking	Advising Clients	Developing Relationships	Eval, Develop & Mentor	Passion	Diligence	Integrity	Stress management	Community Service	Self Development	
Undergrad GPA	Self	-0.103	-0.087	-0.172(*)	-0.103	0.028	-0.159	-0.193(*)	-0.091	-0.074	.182(*)	-0.059	-0.055	.160(*)	-0.126	-0.027	-0.081	0.015	0.013	-0.047	-0.187(*)	0.001	0.085	-0.048	-0.016	-0.220(**)	-0.014	-0.088
	Peer	-0.082	-0.091	-0.069	-0.196(*)	-0.031	-0.052	-0.127	-0.089	-0.019	-0.082	-0.060	-0.027	0.000	-0.084	-0.141	-0.137	-0.067	-0.111	-0.151	-0.086	-0.102	-0.040	-0.172(*)	-0.002	-0.110	-0.046	-0.142
	Supervisor	-0.060	-0.081	-0.077	-0.062	-0.107	-0.082	0.043	-0.030	-0.038	-0.082	-0.113	-0.047	-0.065	0.025	-0.164	-0.162	-0.065	-0.116	-0.193(*)	-0.218	-0.160	0.001	-0.157	-0.134	-0.259(**)	-0.082	-0.131
	Other	-0.081	-0.109	-0.106	-0.169(*)	-0.081	-0.101	-0.070	-0.091	-0.053	-0.093	-0.089	-0.046	-0.060	-0.066	-0.159	-0.170(*)	-0.073	-0.120	-0.195(**)	-0.109	-0.133	-0.035	-0.189(*)	-0.065	-0.152(*)	-0.065	-0.161(*)
	Global	-0.080	-0.127	-0.143	-0.164(*)	-0.058	-0.156(*)	-0.183(*)	-0.124	-0.078	-0.009	-0.092	-0.056	0.029	-0.098	-0.128	-0.138	-0.064	-0.097	-0.171(*)	-0.141	-0.137	0.006	-0.187(*)	-0.054	-0.203(**)	-0.085	-0.159(*)
LSAT score	Self	.186(*)	0.026	0.083	-0.086	0.079	-0.072	-0.116	0.023	0.111	-0.168(*)	-0.040	-0.027	-0.149	-0.148	-0.207(*)	0.038	-0.297(**)	-0.002	0.038	-0.132	-0.046	-0.071	-0.027	0.065	-0.189(*)	-0.038	-0.090
	Peer	.260(**)	.209(**)	.296(**)	0.025	0.130	.189(*)	0.008	.161(*)	.272(**)	0.037	0.138	.169(*)	0.045	-0.026	0.046	0.138	-0.199(*)	0.123	0.080	-0.029	0.007	0.097	0.120	0.079	-0.046	0.046	0.136
	Supervisor	.163(*)	0.147	0.159	-0.021	0.151	0.101	0.017	0.112	0.089	0.072	0.119	0.048	0.073	-0.106	0.124	0.074	0.078	0.049	-0.044	.326(*)	0.062	0.065	0.040	.206(*)	-0.027	0.037	0.125
	Other	.254(**)	.190(*)	.243(**)	-0.019	0.147	0.145	0.033	.148(*)	.259(**)	0.032	0.119	0.106	0.090	-0.069	0.080	0.135	-0.195(*)	0.088	-0.004	0.066	0.000	0.096	0.065	0.109	-0.097	0.057	0.114
	Global	.284(**)	.171(*)	.201(**)	-0.034	.167(*)	0.090	-0.028	.150(*)	.237(**)	0.009	0.116	0.042	0.014	-0.076	-0.020	0.119	-0.213(**)	0.077	0.040	-0.040	-0.020	0.051	0.072	0.134	-0.112	0.049	0.086
Index 50/50	Self	0.091	-0.031	-0.032	-0.130	0.080	-0.153	-0.207(*)	-0.035	0.050	-0.035	-0.067	-0.056	-0.031	-0.195(*)	-0.184	-0.015	-0.232(**)	0.005	0.003	-0.212(*)	-0.038	-0.012	-0.050	0.043	-0.280(**)	-0.039	-0.125
	Peer	.171(*)	0.125	.206(**)	-0.088	0.090	0.131	-0.062	0.081	.218(**)	-0.015	0.082	0.124	0.037	-0.071	-0.035	0.036	-0.201(*)	0.040	-0.020	-0.076	-0.051	0.059	0.006	0.064	-0.100	0.012	0.035
	Supervisor	0.103	0.074	0.085	-0.050	0.069	0.039	0.034	0.079	0.055	0.019	0.041	0.011	0.023	-0.075	0.008	-0.024	0.028	-0.027	-0.140	0.168	-0.034	0.052	-0.053	0.098	-0.152	-0.015	0.033
	Other	.165(*)	0.098	0.139	-0.108	0.076	0.063	-0.011	0.073	.189(*)	-0.026	0.050	0.060	0.041	-0.095	-0.013	0.016	-0.201(*)	0.006	-0.112	-0.006	-0.073	0.060	-0.049	0.055	-0.166(*)	0.009	0.006
	Global	.192(**)	0.072	0.084	-0.119	0.107	-0.011	-0.126	0.056	.155(*)	0.001	0.045	0.001	0.028	-0.118	-0.090	0.020	-0.211(**)	0.010	-0.063	-0.112	-0.092	0.044	-0.043	0.081	-0.206(**)	-0.007	-0.017
1L GPA	Self	.244(**)	-0.097	0.072	-0.099	0.137	-0.063	-0.168	-0.002	.230(**)	0.003	-0.088	-0.016	0.164	0.004	-0.107	-0.129	-0.150	-0.180(*)	-0.088	-0.112	-0.013	0.020	-0.074	-0.006	-0.208(*)	-0.162	-0.047
	Peer	.273(**)	0.035	0.148	0.120	0.167	.185(*)	0.065	0.150	0.174	0.142	-0.002	.189(*)	.191(*)	-0.003	-0.057	-0.044	-0.070	-0.062	-0.057	-0.039	0.099	0.140	0.046	0.037	-0.145	0.085	0.114
	Supervisor	.203(*)	.193(*)	0.119	0.031	0.064	0.073	-0.046	0.163	0.087	0.093	0.107	0.160	.181(*)	0.009	0.013	0.119	0.098	0.031	0.085	0.213	0.054	0.142	0.093	.329(**)	0.008	0.035	0.145
	Other	.245(**)	0.110	0.136	0.064	0.142	.173(*)	0.065	0.150	.179(*)	0.111	0.038	.186(*)	.236(**)	-0.004	-0.022	0.018	-0.041	-0.066	0.003	0.031	0.087	0.155	0.057	0.145	-0.107	0.078	0.124
	Global	.298(**)	0.028	0.125	0.002	.169(*)	0.113	-0.020	0.150	.231(**)	0.084	0.007	0.116	.222(**)	-0.013	-0.067	-0.045	-0.091	-0.143	-0.038	-0.051	0.082	0.106	-0.003	0.107	-0.130	-0.001	0.074

*. Correlation is significant at the 0.05 level (2-tailed).
 **. Correlation is significant at the 0.01 level (2-tailed).

**Table 53:
Self Stepwise Regressions –TOTAL STUDENT SAMPLE
(Entered LSAT, Index, HPI, BIO, SJT, OPT)**

		R	R Square	Adjust R Square	Std. Error of the Est.	Change Statistics					
						R Square Change	F Change	df1	df2	Sig. F Change	
Average Across All Appraisals		H 2 (Ambition)	.386	.149	.131	.26826	.149	8.560	1	49	.005
Intellectual and Cognitive	(1) Analysis and Reasoning	LSAT	.369	.136	.118	.48602	.136	7.564	1	48	.008
		H 2 (Ambition)	.470	.220	.187	.46658	.084	5.083	1	47	.029
		OPT	.563	.317	.273	.44143	.097	6.508	1	46	.014
	(2) Creativity/ Innovation	H6 (Intellec)	.405	.164	.146	.49872	.164	9.206	1	47	.004
		LSAT	.490	.241	.207	.48043	.077	4.647	1	46	.036
		BIO	.554	.307	.260	.46414	.066	4.286	1	45	.044
	(26) Problem Solving	OPT	.637	.406	.352	.43454	.099	7.340	1	44	.010
		H6 (Intellec)	.284	.081	.062	.48189	.081	4.215	1	48	.046
	(3) Practical Judgment	BIO	.445	.198	.182	.53881	.198	12.124	1	49	.001
		H 4 (Interper. Sensitivity)	.517	.268	.237	.52033	.069	4.541	1	48	.038
Research & Information	(6) Researching the Law	H 4 (Interper. Sensitivity)	.341	.116	.098	.54642	.116	6.326	1	48	.015
	(5) Fact Finding	-									
	(11) Questioning and Interviewing	-									
Communications	(10) Influencing and Advocating	-									
	(8) Writing	-									
	(7) Speaking	-									
(9) Listening	H 1 (Adjustment)	.514	.264	.249	.44732	.264	17.586	1	49	.000	
Planning and Organizing	(13) Strategic Planning	BIO	.519	.269	.252	.46444	.269	16.193	1	44	.000
	(14) Organizing and Managing One's Own Work	H 5 (Prudence)	.336	.113	.095	.69313	.113	6.241	1	49	.016
	(15) Organizing & Managing Others	H 2 (Ambition)	.358	.128	.109	.63650	.128	6.901	1	47	.012
Conflict Resolution	(12) Negotiation Skills	-									
	(25) Able to See the World Thru Eyes of Others	H 4 (Interper. Sensitivity)	.471	.222	.206	.55932	.222	13.991	1	49	.000
Client & Business	(18) Networking and Business Development	H 5 (Prudence)	.554	.307	.278	.53328	.085	5.903	1	48	.019
	(4) Advising Clients	H 2 (Ambition)	.490	.240	.224	.72683	.240	14.534	1	46	.000
Working with Others	(17) Developing Relationships in the Legal Profession	H 1 (Adjustment)	.334	.112	.093	.48622	.112	5.795	1	46	.020
		H 6 (Intellec)	.525	.275	.261	.47939	.275	18.615	1	49	.000
	(16) Evaluation, Develop. & Mentoring	H 4 (Interper. Sensitivity)	.604	.365	.338	.45344	.090	6.771	1	48	.012
Character	Passion and Engagement (22)	H 2 (Ambition)	.422	.178	.161	.58427	.178	10.621	1	49	.002
	(23) Diligence	-									
	(20) Integrity/ Honesty	H 5 (Prudence)	.351	.124	.106	.38129	.124	6.905	1	49	.011
		H 2 (Ambition)	.457	.209	.176	.36603	.085	5.171	1	48	.027
		H 7 (Learning Approach)	.531	.282	.236	.35245	.073	4.771	1	47	.034
	(21) Stress Management	OPT	.483	.234	.218	.61680	.234	14.934	1	49	.000
	(19) Community Service	BIO	.360	.129	.112	.62535	.129	7.282	1	49	.010
		Index	.458	.209	.176	.60210	.080	4.858	1	48	.032
(24) Self-Development	SJT	.535	.286	.240	.57824	.077	5.042	1	47	.029	

**Table 54:
Peer Stepwise Regressions – TOTAL STUDENT SAMPLE
(Entered LSAT, Index, HPI, BIO, SJT, OPT)**

		R	R Square	Adjust R Square	Std. Error of the Est.	Change Statistics					
						R Square Change	F Change	df1	df2	Sig. F Change	
Average Across All Appraisals		OPT	.392	.153	.137	.32928	.153	9.417	1	52	.003
Intellectual and Cognitive	(1) Analysis and Reasoning	-									
	(2) Creativity/ Innovation	LSAT	.280	.078	.060	.49716	.078	4.244	1	50	.045
		Index	.390	.152	.118	.48166	.074	4.271	1	49	.044
	(26) Problem Solving	-									
	(3) Practical Judgment	H 2 (Ambition)	.327	.107	.090	.48035	.107	6.231	1	52	.016
	H6 (Intellec)	.421	.177	.145	.46554	.070	4.362	1	51	.042	
Research & Information	(6) Researching the Law	H 2 (Ambition)	.299	.090	.071	.57729	.090	4.720	1	48	.035
	(5) Fact Finding	OPT	.310	.096	.077	.37171	.096	5.009	1	47	.030
	(11) Questioning and Interviewing	-									
Communications	(10) Influencing and Advocating	H 5 (Prudence)	.285	.081	.063	.48502	.081	4.333	1	49	.043
	(8) Writing	LSAT	.348	.121	.100	.72373	.121	5.653	1	41	.022
		H6 (Intellec)	.485	.235	.197	.68345	.114	5.976	1	40	.019
		H 4 (Interper. Sensitivity)	.624	.389	.342	.61867	.154	9.816	1	39	.003
		SJT	.671	.451	.393	.59432	.062	4.260	1	38	.046
	(7) Speaking	-									
	(9) Listening	H6 (Intellec)	.273	.074	.057	.69602	.074	4.176	1	52	.046
Planning and Organizing	(13) Strategic Planning	-									
	(14) Organizing and Managing One's Own Work	OPT	.434	.188	.172	.68107	.188	11.574	1	50	.001
	(15) Organizing and Managing Others	-									
Conflict Resolut	(12) Negotiation Skills	-									
	(25) Able to See the World Thru Eyes of Others	-									
Client & Business	(18) Networking and Business Development	HPI 1 (Adjustment)	.405	.164	.145	.56302	.164	8.821	1	45	.005
	(4) Advising Clients	-									
Working with Others	(17) Developing Relationships within the Legal Profession	-									
	(16) Evaluation, Develop. & Mentoring	-									
Character	Passion and Engagement (22)	OPT	.438	.192	.177	.49609	.192	12.379	1	52	.001
	(23) Diligence	OPT	.337	.114	.096	.59797	.114	6.297	1	49	.015
	(20) Integrity/ Honesty	H 6 (Intellec)	.302	.091	.073	.36542	.091	5.112	1	51	.028
	(21) Stress Management	OPT	.365	.133	.116	.53671	.133	7.845	1	51	.007
	(19) Community Service	-									
	(24) Self-Development	-									

**Table 55:
Supervisor Stepwise Regressions –TOTAL STUDENT SAMPLE
(Entered LSAT, Index, HPI, BIO, SJT, OPT)**

		R	R Square	Adjust R Square	Std. Error of the Est.	Change Statistics					
						R Square Change	F Change	df1	df2	Sig. F Change	
Average Across All Appraisals		LSAT	.295	.087	.067	.39366	.087	4.394	1	46	.042
		BIO	.423	.179	.142	.37751	.092	5.020	1	45	.030
Intellectual and Cognitive	(1) Analysis and Reasoning	BIO	.326	.106	.086	.65761	.106	5.227	1	44	.027
		LSAT	.438	.192	.154	.63259	.086	4.550	1	43	.039
	(2) Creativity/ Innovation	H 6 (Intellec)	.334	.112	.090	.47796	.112	5.154	1	41	.029
	(26) Problem Solving	LSAT	.309	.095	.073	.42472	.095	4.218	1	40	.047
	(3) Practical Judgment	-									
Research & Information	(6) Researching the Law	-									
	(5) Fact Finding	LSAT	.381	.145	.123	.46016	.145	6.776	1	40	.013
		H5 (Prudence)	.477	.227	.188	.44294	.083	4.171	1	39	.048
	(11) Questioning and Interviewing	OPT	.497	.247	.213	.55079	.247	7.220	1	22	.013
Communications	(10) Influencing and Advocating	LSAT	.374	.140	.120	.50571	.140	6.850	1	42	.012
		H 5 (Prudence)	.474	.225	.187	.48608	.084	4.461	1	41	.041
	(8) Writing	OPT	.355	.126	.105	.61361	.126	6.064	1	42	.018
		BIO	.539	.290	.256	.55967	.164	9.485	1	41	.004
	(7) Speaking	-									
	(9) Listening	LSAT	.353	.125	.104	.48722	.125	6.123	1	43	.017
Planning and Organizing	(13) Strategic Planning	H2 (Ambition)	.371	.138	.110	.62950	.138	4.960	1	31	.033
	(14) Organizing and Managing One's Own Work	BIO	.332	.110	.090	.67551	.110	5.440	1	44	.024
	(15) Organizing and Managing Others	-									
Conflict Resolution	(12) Negotiation Skills	-									
	(25) Able to See the World Thru Eyes of Others	-									
Client & Business	(18) Networking and Business Development	HPI 2 (Ambition)	.497	.247	.218	.84767	.247	8.506	1	26	.007
	(4) Advising Clients	-									
Working with Others	(17) Developing Relationships within the Legal Profession	-									
	(16) Evaluation, Develop. & Mentoring	-									
Character	Passion and Engagement (22)	-									
	(23) Diligence	-									
	(20) Integrity/ Honesty	-									
	(21) Stress Management	HPI 2 (Ambition)	.299	.089	.067	.61953	.089	4.112	1	42	.049
		H4 (Inter Sensitivity)	.472	.222	.184	.57937	.133	7.025	1	41	.011
	(19) Community Service	-									
	(24) Self-Development	-									

**Table 56:
Other Stepwise Regressions –TOTAL STUDENT SAMPLE
(Entered LSAT, Index, HPI, BIO, SJT, OPT)**

		R	R Square	Adjust R Square	Std. Error of the Est.	Change Statistics					
						R Square Change	F Change	df1	df2	Sig. F Change	
Average Across All Appraisals		OPT	.344	.118	.103	.29739	.118	7.649	1	57	.008
Intellectual and Cognitive	(1) Analysis and Reasoning	LSAT	.325	.105	.090	.50890	.105	6.604	1	56	.013
	(2) Creativity/ Innovation	LSAT	.280	.078	.062	.43049	.078	4.753	1	56	.033
		Index	.379	.143	.112	.41876	.065	4.181	1	55	.046
	(26) Problem Solving	LSAT	.276	.076	.059	.34993	.076	4.441	1	54	.040
		Index	.421	.177	.146	.33337	.101	6.501	1	53	.014
(3) Practical Judgment	H 2 (Ambition)	.291	.085	.069	.42553	.085	5.278	1	57	.025	
Research & Information	(6) Researching the Law	LSAT	.269	.073	.056	.55854	.073	4.302	1	55	.043
		H 5 (Prudence)	.388	.151	.119	.53937	.078	4.981	1	54	.030
	(5) Fact Finding	LSAT	.357	.127	.111	.33629	.127	8.009	1	55	.006
	(11) Questioning and Interviewing	OPT	.368	.135	.113	.53383	.135	5.946	1	38	.020
Communications	(10) Influencing and Advocating	LSAT	.361	.130	.115	.42797	.130	8.396	1	56	.005
		H 5 (Prudence)	.509	.259	.233	.39850	.129	9.588	1	55	.003
	(8) Writing	LSAT	.383	.147	.131	.56322	.147	9.105	1	53	.004
		SJT	.515	.265	.237	.52767	.118	8.381	1	52	.006
	(7) Speaking	-									
(9) Listening	-										
Planning and Organizing	(13) Strategic Planning	H 2 (Ambition)	.355	.126	.109	.50854	.126	7.639	1	53	.008
		H 4 (Inter Sensitivity)	.484	.235	.205	.48041	.109	7.388	1	52	.009
		HPI 5 (Prudence)	.560	.313	.273	.45957	.078	5.823	1	51	.019
	(14) Organizing and Managing One's Own Work	OPT	.391	.153	.138	.50550	.153	10.109	1	56	.002
		HPI 5 (Prudence)	.459	.211	.182	.49235	.058	4.030	1	55	.050
	(15) Organizing and Managing Others										
Conflict Resolutive	(12) Negotiation Skills	-									
	(25) Able to See the World Thru Eyes of Others	-									
Client & Business	(18) Networking and Business Development	HPI 2 (Ambition)	.374	.140	.123	.61870	.140	8.296	1	51	.006
	(4) Advising Clients	-									
Working with Others	(17) Developing Relationships within the Legal Profession	-									
	(16) Evaluation, Develop. & Mentoring	-									
Character	Passion and Engagement (22)	OPT	.448	.201	.187	.41913	.201	14.305	1	57	.000
	(23) Diligence	OPT	.359	.129	.113	.45752	.129	8.145	1	55	.006
	(20) Integrity/ Honesty	H 6 (Intellec)	.276	.076	.060	.30961	.076	4.618	1	56	.036
	(21) Stress Management	OPT	.404	.163	.148	.43977	.163	10.731	1	55	.002
		LSAT	.501	.251	.223	.42004	.087	6.288	1	54	.015
	(19) Community Service	BIO	.310	.096	.079	.53857	.096	5.732	1	54	.020
	(24) Self-Development	H4 (Inter sensitivity)	.349	.122	.106	.42995	.122	7.497	1	54	.008

Table 57:
Tally of variables from stepwise regressions:

Self appraisals:

HPI 2, BIO, and HPI 4 are most frequent

- HPI 2 Ambition = 6
- BIO = 4
- HPI 4 Interpersonal Sensitivity = 4
- OPT = 3
- HPI 5 Prudence = 3
- HPI 6 Intellectance = 3
- LSAT = 2
- HPI 1 Adjustment = 2
- HPI 7 Learning Approach = 1
- Index = 1
- SJT = 1

Peer appraisals:

OPT and HPI 6 are most frequent

- OPT = 6
- HPI 6 Intellectance = 4
- HPI 2 Ambition = 2
- LSAT = 2
- Index = 1
- HPI 5 Prudence = 1
- HPI 4 Interpersonal Sensitivity = 1
- SJT = 1
- HPI 1 Adjustment = 1

Supervisor Appraisals:

LSAT and BIO are most frequent

- LSAT = 6
- BIO = 4
- HPI 2 Ambition = 3
- HPI 5 Prudence = 2
- OPT = 2
- HPI 6 Intellectance = 1
- HPI 4 Interpersonal Sensitivity = 1

Other Appraisals (Average of Peer and Supervisor):

LSAT and OPT are most frequent

- LSAT = 8
- OPT = 6
- HPI 5 Prudence = 4
- HPI 2 Ambition = 3
- Index = 2
- HPI 4 Interpersonal Sensitivity = 3
- HPI 6 Intellectance = 1
- BIO = 1

Table 58: Correlations of all predictors with 1LGPA – STUDENT SAMPLE

Correlations		1L GPA
Zscore: Undergrad GPA	Pearson Correlation	.139
	Sig. (2-tailed)	.066
	N	175
Zscore: Adjusted LSAT score	Pearson Correlation	.359**
	Sig. (2-tailed)	.000
	N	175
Index 50/50	Pearson Correlation	.404**
	Sig. (2-tailed)	.000
	N	175
HPI 1 Adjustment	Pearson Correlation	.076
	Sig. (2-tailed)	.331
	N	165
HPI 2 Ambition	Pearson Correlation	.057
	Sig. (2-tailed)	.465
	N	165
HPI 3 Sociability	Pearson Correlation	-.030
	Sig. (2-tailed)	.704
	N	165
HPI 4 Interpersonal Sensitivity	Pearson Correlation	.033
	Sig. (2-tailed)	.672
	N	165
HPI 5 Prudence	Pearson Correlation	.214**
	Sig. (2-tailed)	.006
	N	165
HPI 6 Intellectance	Pearson Correlation	-.072
	Sig. (2-tailed)	.360
	N	165
HPI 7 Learning Approach	Pearson Correlation	.204**
	Sig. (2-tailed)	.009
	N	165
HDS 1 Excitable	Pearson Correlation	-.126
	Sig. (2-tailed)	.344
	N	58
HDS 2 Skeptical	Pearson Correlation	-.104
	Sig. (2-tailed)	.435
	N	58
HDS 3 Cautious	Pearson Correlation	-.127
	Sig. (2-tailed)	.343
	N	58
HDS 4 Reserved	Pearson Correlation	-.216
	Sig. (2-tailed)	.103
	N	58
HDS 5 Leisurely	Pearson Correlation	-.084
	Sig. (2-tailed)	.529
	N	58
HDS 6 Bold	Pearson Correlation	.008
	Sig. (2-tailed)	.955
	N	58
HDS 7 Mischievous	Pearson Correlation	-.305*
	Sig. (2-tailed)	.020
	N	58
HDS 8 Colorful	Pearson Correlation	-.005
	Sig. (2-tailed)	.972
	N	58
HDS 9 Imaginative	Pearson Correlation	-.082
	Sig. (2-tailed)	.543
	N	58
HDS 10 Diligent	Pearson Correlation	.096
	Sig. (2-tailed)	.474
	N	58
HDS 11 Dutiful	Pearson Correlation	.144
	Sig. (2-tailed)	.280
	N	58
MVPI 1 Aesthetic	Pearson Correlation	-.088
	Sig. (2-tailed)	.560
	N	46
MVPI 2 Affiliation	Pearson Correlation	.053
	Sig. (2-tailed)	.728
	N	46
MVPI 3 Altruistic	Pearson Correlation	.052
	Sig. (2-tailed)	.732
	N	46
MVPI 4 Commercial	Pearson Correlation	-.218
	Sig. (2-tailed)	.146
	N	46
MVPI 5 Hedonistic	Pearson Correlation	-.089
	Sig. (2-tailed)	.556
	N	46
MVPI 6 Power	Pearson Correlation	-.030
	Sig. (2-tailed)	.844
	N	46
MVPI 7 Recognition	Pearson Correlation	-.119
	Sig. (2-tailed)	.433
	N	46
MVPI 8 Scientific	Pearson Correlation	-.038
	Sig. (2-tailed)	.801
	N	46
MVPI 9 Security	Pearson Correlation	.049
	Sig. (2-tailed)	.744
	N	46
MVPI 10 Tradition	Pearson Correlation	.317*
	Sig. (2-tailed)	.032
	N	46
BIO mean score	Pearson Correlation	-.053
	Sig. (2-tailed)	.576
	N	114
SJT mean score	Pearson Correlation	.111
	Sig. (2-tailed)	.234
	N	116
SMS total score	Pearson Correlation	.060
	Sig. (2-tailed)	.524
	N	114
ER Sum total score	Pearson Correlation	.021*
	Sig. (2-tailed)	.780
	N	113
ER Sum total score	Pearson Correlation	.021
	Sig. (2-tailed)	.786
	N	165

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

**Table 59:
Modeling demographic breakdown by top percentages
(Alumni only)**

		Total	Gender		Ethnicity			
			Female	Male	White	African-American	Hispanic	Asian/Pacific Islander
LSAT	Top 10%	116	63 (54.3%)	53 (45.7%)	99 (85.3%)	1 (.9%)	5 (4.3%)	8 (6.9%)
	Top 20%	225	115 (51.1%)	110 (48.9%)	195 (86.7%)	1 (.4%)	7 (3.1%)	15 (6.7%)
	Top 30%	348	180 (51.7%)	168 (48.3%)	302 (86.8%)	2 (.6%)	8 (2.3%)	25 (7.2%)
Index (50/50)	Top 10%	112	59 (52.7%)	53 (47.3%)	98 (87.5%)	0 (0%)	5 (4.5%)	7 (6.3%)
	Top 20%	225	124 (55.1%)	101 (44.9%)	192 (85.3%)	0 (0%)	6 (2.7%)	21 (9.3%)
	Top 30%	334	184 (55.1%)	150 (44.9%)	285 (85.3%)	0 (0%)	7 (2.1%)	33 (9.9%)
BIO	Top 10%	72	44 (61.1%)	28 (38.9%)	49 (68.1%)	5 (6.9%)	4 (5.6%)	10 (13.9%)
	Top 20%	140	84 (60.0%)	56 (40.0%)	96 (68.6%)	13 (9.3%)	9 (6.4%)	13 (9.3%)
	Top 30%	213	119 (55.9%)	94 (44.1%)	143 (67.1%)	17 (8.0%)	16 (7.5%)	23 (10.8%)
SJT	Top 10%	80	40 (50.0%)	40 (50.0%)	55 (68.8%)	6 (7.5%)	6 (7.5%)	9 (11.3%)
	Top 20%	205	114 (55.6%)	91 (44.4%)	141 (68.8%)	17 (8.3%)	19 (9.3%)	22 (10.7%)
	Top 30%	242	135 (55.8%)	107 (44.2%)	165 (68.2%)	19 (7.9%)	23 (9.5%)	29 (12.0%)
HPI 2	Top 10%	173	89 (51.4%)	84 (48.6%)	118 (68.2%)	12 (6.9%)	19 (11.0%)	13 (7.5%)
	Top 20%	256	138 (53.9%)	118 (46.1%)	168 (65.6%)	23 (9.0%)	28 (10.9%)	20 (7.8%)
	Top 30%	330	179 (54.2%)	151 (45.8%)	225 (68.2%)	29 (8.8%)	29 (8.8%)	29 (8.8%)
HPI 7	Top 10%	201	116 (57.7%)	85 (42.3%)	156 (77.6%)	6 (3.0%)	6 (3.0%)	21 (10.4%)
	Top 20%	343	205 (59.8%)	138 (40.2%)	262 (76.4%)	15 (4.4%)	15 (4.4%)	31 (9.0%)
	Top 30%	515	300 (58.3%)	215 (41.7%)	387 (75.1%)	23 (4.5%)	29 (5.6%)	51 (9.9%)
Optimism (OPT)	Top 10%	131	73 (55.7%)	58 (44.3%)	94 (71.8%)	13 (9.9%)	9 (6.9%)	8 (6.1%)
	Top 20%	217	124 (57.1%)	93 (42.9%)	152 (70.0%)	18 (8.3%)	16 (7.4%)	18 (8.3%)
	Top 30%	285	161 (56.5%)	124 (43.5%)	204 (71.6%)	26 (9.1%)	19 (6.7%)	23 (8.1%)
HPI 2 and BIO combo (self weightings)	Top 10%	61	36 (59.0%)	25 (41.0%)	43 (70.5%)	5 (8.2%)	4 (6.6%)	4 (6.6%)
	Top 20%	126	67 (53.2%)	59 (46.8%)	88 (69.8%)	10 (7.9%)	9 (7.1%)	12 (9.5%)
	Top 30%	183	104 (56.8%)	79 (43.2%)	122 (66.7%)	17 (9.3%)	14 (7.7%)	20 (10.9%)
BIO and SJT (peer weightings)	Top 10%	32	19 (59.4%)	13 (40.6%)	21 (65.6%)	2 (6.3%)	4 (12.5%)	3 (9.4%)
	Top 20%	66	36 (54.5%)	30 (45.5%)	43 (65.2%)	6 (9.1%)	7 (10.6%)	8 (12.1%)
	Top 30%	94	50 (53.2%)	44 (46.8%)	64 (68.1%)	8 (8.5%)	7 (7.4%)	12 (12.8%)
BIO and SJT (supervisor weightings)	Top 10%	33	19 (57.6%)	14 (42.4%)	23 (69.7%)	3 (9.1%)	3 (9.1%)	2 (6.1%)
	Top 20%	64	34 (53.1%)	30 (46.9%)	42 (65.6%)	6 (9.4%)	7 (10.9%)	7 (10.9%)
	Top 30%	95	51 (53.7%)	44 (46.3%)	65 (68.4%)	8 (8.4%)	7 (7.4%)	12 (12.6%)