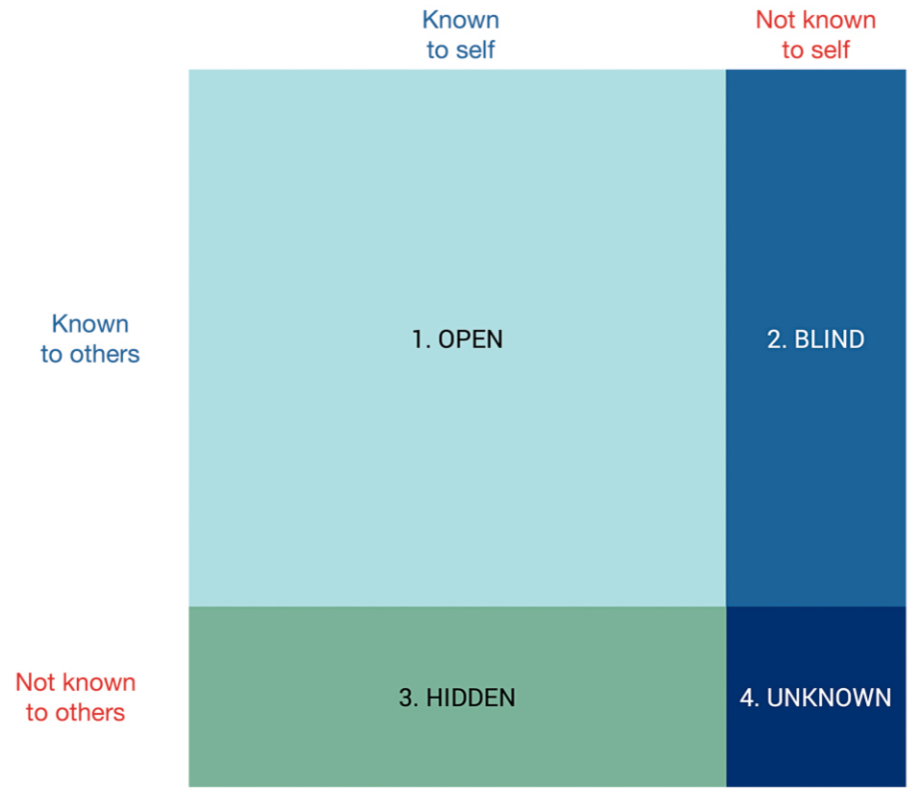


Low ERSI - there is much that is unknown and unshared about your strengths and weaknesses.
Adapted from Quinn et al. 2015, Figure 2.1, p. 34, from Luft and Ingham, 1955.



High ERSI - High shared agreement about your strengths and weaknesses.