Description of Noncognitive Variables

Variable Number	Variable Name	Description
1	Positive self-concept	Demonstrates confidence, strength or character, determination, and independence
2	Realistic self-appraisal	Recognizes and accepts any strengths and deficiencies, especially academic, and works hard at self-development; recognizes need to broaden his or her individuality
3	Successfully handling the system (racism)	Exhibits a realistic view of the system on the basis of personal experience of racism; committed to improving the existing system; take assertive approach to dealing with existing wrongs, but is not hostile to society and is not a "cop-out"; able to handle racist system
4	Preference for long-term goals	Able to respond to deferred gratification; plans ahead and sets goals
5	Availability of strong support person	Seeks and takes advantage of a strong support network or has someone to turn to in a crisis or for encouragement
6	Leadership experience	Demonstrates strong leadership in any area of his or her background (church, sports, noneducational groups, gang leader, and so on
7	Community involvement	Participates and is involved in his or her community
8	Knowledge acquired in a field	Acquires knowledge in a sustained or culturally related way in any field

Adapted from William Sedlacek: Beyond the Big Test: Noncognitive Assessment in Higher Education.