

The Main Graph has 9 dimensions and enables you to easily see the interactions between traits. Within each dimension, there is a North, a South, a West and an East axis with a trait at each end. In the center of each dimension is a ZERO and each axis can extend to a value of 10 depending on the profilee's score.

Paradoxical traits appear on the North - South axis except for one dimension. The North trait of the Paradox is the Dynamic trait. The South trait is the Gentle trait of that Paradox. The two traits on the East - West axis are Supplementary to the Paradoxical traits in each . The exception is in the Decisions where there are two pairs of Paradoxial traits at North - South axis as well as East - West axis.

Six of the traits on the Main Graph are a combination of two or more sub-traits.

Problem Solving is a combination of ANALYTICAL and ANALYSES PITFALLS.

Takes Autonomy is a combination of TAKES INITIATIVE and WANTS AUTONOMY.

Self-Motivated is a combination of TAKES INITIATIVE, WANTS CHALLENGE and ENTHUSIASM.

Stress Management is a combination of MANAGES STRESS WELL and RELAXED.

Provides Direction is a combination of WANTS TO LEAD and INTERPERSONAL SKILLS.

Handles Conflict is a combination of COMFORT WITH CONFLICT and INTERPERSONAL SKILLS.

The scores of these sub-traits can be found in the Traits & Definitions Report.

Additionally there are three pairs of paradoxical traits that appear across dimensions.

RISKING and ANALYZES PITFALLS (in Problem Solving)

OPTIMISTIC and ANALYZES PITFALLS (in Problem Solving)

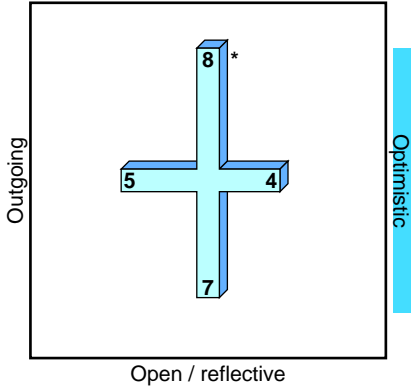
WARMTH/EMPATHY and ENFORCING

And one pair of cross dimension traits that are semi-paradoxical, TEMPO and PRECISE.

The suitability assessment includes a technological 'consistency detector' that indicates the reliability of results by analyzing the consistency of the answers on the questionnaire. Mary's consistency score is 100 which indicates that Mary is 100% consistent in answering the questionnaire. This indicates a high likelihood that Mary was truthful, accurately self-aware, and able to concentrate on the questionnaire.

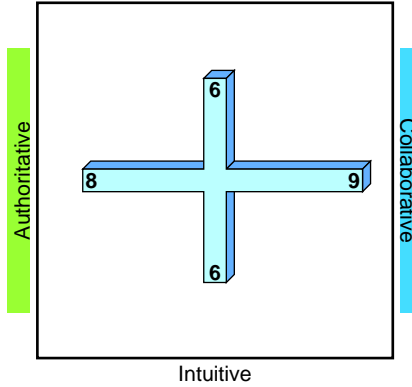
## OUTLOOK

Certain



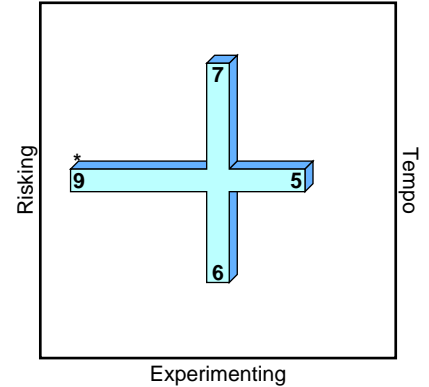
## DECISIONS

Problem Solving



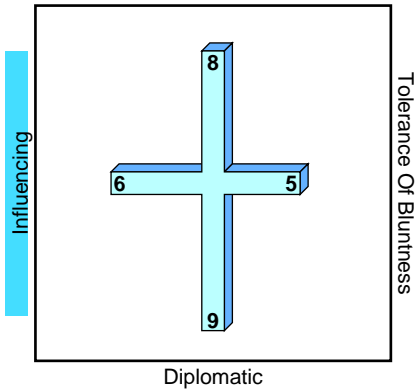
## INNOVATION

Persistent



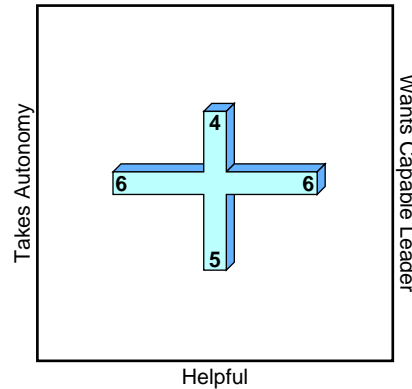
## COMMUNICATION

Frank



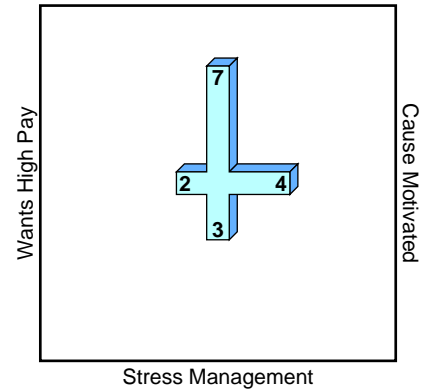
## POWER

Assertive



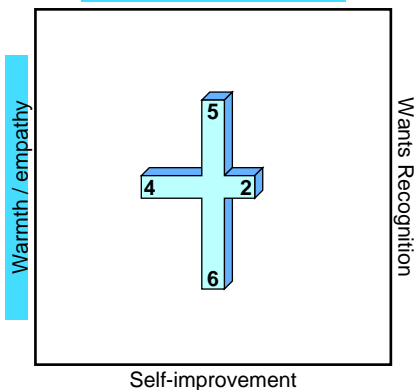
## MOTIVATION

Self-motivated



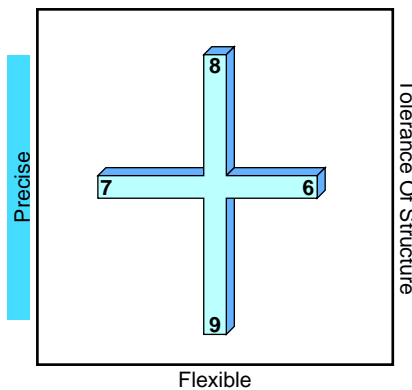
## SUPPORT

Self-acceptance



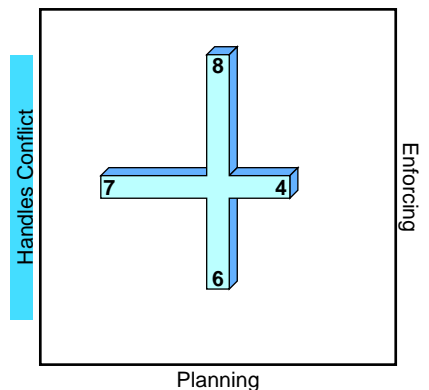
## ORGANIZATION

Organized



## LEADERSHIP

Provides Direction



Probable Hindrance



Possible Hindrance

\* Inquire Further

Essential Trait on this template

Desirable Trait on this template

### OUTLOOK

Is self-certain and is able to stick to a point of view.

Is reasonably open-minded and reflective.

Is strong minded, but he/she usually has a good balance between sticking to opinions and being open minded.

Is neither outgoing nor reserved, but balanced in between the two points.

May be uncomfortable making presentations to groups.

Can become a little pessimistic under stress.

### DECISIONS

Makes decisions with a moderate amount of analysis.

Has a moderate tendency to analyze the potential difficulties of plans and strategies, but may prefer not to have to do so extensively.

May sometimes use intuition to help make decisions.

Is willing to assume decision-making authority.

Is very willing to collaborate with others with regard to making important decisions.

Has a good balance between accepting responsibility for decisions and collaborating with others.

### INNOVATION

Perseveres with a task and is reasonably good at the implementation stage of projects.

Can be moderately progressive and creative, but prefers to avoid occupying a position which requires trying new ways of doing things very frequently.

Is very willing to take risks.

May sometimes take risks without undertaking sufficient analysis.

Likes to work at a moderate, steady pace.

### COMMUNICATION

Is forthright, frank and to the point.

Is very capable of being tactful.

Has a very good balance between being tactful and being direct; consequently is highly skilled at interpersonal communication.

Is moderately tolerant of people who are blunt.

### COMMUNICATION

May sometimes try to influence others, but probably prefers to avoid occupying a position where the influencing of others is an important aspect.

### POWER

May sometimes have difficulty putting forward his/her own needs.

Can sometimes be helpful, but prefers to avoid being in a helpful or supportive role.

May want little autonomy.

Tends to take initiative.

Accepts supervision, but prefers a supervisor who is not too authoritative.

### MOTIVATION

Prefers somewhat challenging work.

Is clear about his/her goals and is motivated toward them.

Is somewhat self-motivated.

May experience some tension at work.

May have significant difficulty dealing with stress.

Considers the amount of pay to be very unimportant compared with other forms of reward.

Undertaking work which benefits others/society is relatively unimportant to him/her.

Gives extremely little importance to having a stable career.

### SUPPORT

May be moderate in expressing warmth and empathy.

Is moderately moderate self-accepting, but may at times be subject to low self-acceptance.

Has a moderate interest in self-improvement.

Does not care about receiving recognition.

### ORGANIZATION

Is well organized.

Is very flexible and adaptable to changes.

Is reasonably precise.

Is moderately systematic.

### ORGANIZATION

May want a moderate amount of freedom from having to follow closely defined procedures and schedules.

### LEADERSHIP

Wants to lead.

May be a little bossy when directing others.

Has some interest in planning, but probably prefers not to have to spend a great deal of time in a planning role.

Is effective at handling conflict.

Dislikes enforcing necessary rules and may occasionally neglect such enforcement.