

	Trait				
Profilees	Analytical	Analyzes Pitfalls	Assertive	Authoritative	Cause Motivated
George, Bob	7.40	5.00	4.60	9.60	8.30
Norris, Nancy	9.60	6.30	2.60	9.90	5.60
Roberts, Theresa	9.40	5.20	6.80	9.90	9.10
Right, Mary	9.40	5.00	4.80	9.90	4.50
Good, Mary	9.60	7.70	9.10	9.90	6.60
Good, Johnny	9.80	9.30	5.80	7.50	3.10
Average	9.20	6.40	5.60	9.40	6.20
Performance Averages:					
88 - 100 (Top)	0.00	0.00	0.00	0.00	0.00
75 - 88 (Mediun)	0.00	0.00	0.00	0.00	0.00
1 - 74 (Low)	9.20	6.40	5.60	9.40	6.20

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Certain	Collaborative	Comfort With Conflict	Diplomatic	Enforcing	Enlists Cooperation	Enthusiastic	Experimenting	Flexible
9.80	9.30	5.40	9.20	4.20	4.70	3.10	8.10	7.30
8.70	5.10	5.60	4.70	2.60	9.40	9.40	6.70	8.70
6.40	4.50	3.60	4.50	6.20	9.30	4.70	7.70	7.00
8.70	9.30	7.30	9.20	4.40	9.90	8.30	6.50	9.70
4.60	8.60	7.40	8.60	9.10	9.70	2.50	8.60	4.00
9.40	9.70	8.40	7.90	3.70	7.70	6.90	8.20	8.90
7.90	7.80	6.30	7.30	5.00	8.50	5.80	7.60	7.60
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7.90	7.80	6.30	7.30	5.00	8.50	5.80	7.60	7.60

Frank	Helpful	Influencing	Intuitive	Manages Stress Well	Open / reflective	Optimistic	Organized	Outgoing
9.40	8.90	8.10	7.00	2.80	9.40	8.00	7.50	8.80
3.30	6.60	4.00	8.50	6.90	3.80	5.60	8.30	6.50
7.20	5.50	4.60	4.60	3.70	7.30	9.20	9.60	5.50
8.00	5.50	6.80	6.60	3.20	7.90	4.60	9.10	5.40
5.90	4.40	8.20	3.80	6.20	6.30	6.50	3.30	4.20
5.90	4.70	8.10	6.10	7.00	8.70	6.60	7.70	5.90
6.60	5.90	6.60	6.10	5.00	7.20	6.80	7.60	6.10
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6.60	5.90	6.60	6.10	5.00	7.20	6.80	7.60	6.10

Persistent	Planning	Precise	Problem Solving	Relaxed	Risking	Self-acceptance	Self-improvement	Self-motivated
8.40	3.30	5.30	6.30	4.10	7.10	7.80	4.50	6.50
9.90	5.80	7.20	8.00	8.20	9.10	6.70	6.20	9.80
9.90	8.80	6.10	7.40	2.40	7.10	7.50	9.60	9.10
9.90	6.20	7.60	7.30	4.40	9.60	5.90	6.80	9.60
9.80	5.00	3.00	8.70	4.70	3.60	8.90	5.50	8.20
8.50	9.00	5.00	9.70	4.00	6.90	8.00	8.90	9.10
9.40	6.30	5.70	7.90	4.60	7.20	7.50	6.90	8.70
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9.40	6.30	5.70	7.90	4.60	7.20	7.50	6.90	8.70

Stress Management	Systematic	Takes Autonomy	Takes Initiative	Tempo	Tolerance Of Bluntness	Tolerance Of Structure	Wants Autonomy	Wants Capable Leader
3.60	3.50	6.80	8.80	5.10	6.10	4.50	4.30	8.00
7.70	5.90	9.10	9.80	5.70	5.90	5.60	7.80	2.80
3.10	9.00	8.20	9.70	5.40	7.30	9.80	6.10	3.60
3.90	6.50	7.30	9.70	5.10	5.20	6.60	4.30	6.10
5.60	4.60	9.00	9.70	8.20	6.80	5.60	7.80	7.80
5.60	7.30	8.20	9.50	6.90	7.30	3.70	6.70	3.30
4.90	6.10	8.10	9.50	6.10	6.40	6.00	6.20	5.30
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4.90	6.10	8.10	9.50	6.10	6.40	6.00	6.20	5.30

								Task Preference
Wants Challenge	Wants Diplomacy	Wants Frankness	Wants High Pay	Wants Recognition	Wants Stable Career	Wants To Lead	Warmth / empathy	Artistic
5.60	5.00	3.30	3.30	2.80	2.80	3.10	4.40	2.60
9.90	5.60	3.60	3.60	3.10	3.10	9.90	7.60	10.00
9.90	2.80	4.20	4.20	8.90	8.90	9.90	5.90	2.00
9.90	7.20	2.50	2.50	2.20	2.20	9.90	4.20	5.40
9.90	6.90	7.20	7.20	9.40	9.40	9.90	7.60	3.70
9.10	5.90	5.30	4.90	5.00	3.00	9.40	8.20	3.20
9.00	5.60	4.40	4.30	5.20	4.90	8.70	6.30	4.50
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9.00	5.60	4.40	4.30	5.20	4.90	8.70	6.30	4.50

reference									
	Building / making	Clerical	Computers	Driving	Manual Work	Mechanical	Numerical	Physical Work	Public Speaking
	5.90	6.10	7.20	7.20	6.40	6.40	6.40	5.90	5.90
	9.80	4.00	2.50	2.50	4.50	4.50	4.60	9.80	4.50
	2.50	7.80	8.30	8.30	6.60	6.60	8.10	2.50	7.90
	7.80	9.40	5.00	5.00	3.10	3.10	9.60	7.80	3.60
	5.30	4.70	9.80	9.80	8.30	8.30	5.30	5.30	5.00
	6.10	5.30	6.00	2.50	2.00	2.10	5.00	2.70	4.40
	6.20	6.20	6.50	5.90	5.20	5.20	6.50	5.70	5.20
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	6.20	6.20	6.50	5.90	5.20	5.20	6.50	5.70	5.20

Research / learning	Teaching	Interest							
		Animals	Children	Electronics	Finance / business	Food	Health / medicine	Plants	
6.60	2.20	10.00	8.00	10.00	10.00	8.00	10.00	10.00	
8.90	6.60	10.00	6.00	10.00	9.90	2.00	8.00	2.00	
4.00	3.30	10.00	2.00	6.00	9.90	6.00	2.00	10.00	
6.40	2.80	6.00	10.00	2.00	9.90	10.00	6.00	8.00	
3.10	6.10	10.00	10.00	2.00	9.90	8.00	2.00	8.00	
3.50	4.00	6.00	8.00	8.00	10.00	8.00	8.00	8.00	
5.40	4.20	8.70	7.30	6.30	9.90	7.00	6.00	7.70	
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
5.40	4.20	8.70	7.30	6.30	9.90	7.00	6.00	7.70	

				Work Environment Preference				
Science	Sports	Travel	Writing / language	Noise	Outdoors	Pressure Tolerance	Public Contact	Repetition
10.00	8.00	8.00	8.00	3.70	10.00	8.60	2.00	5.60
2.00	8.00	8.00	6.00	8.70	7.30	2.40	2.60	4.20
10.00	10.00	6.00	8.00	9.60	8.70	5.50	7.30	8.00
8.00	6.00	6.00	2.00	10.00	7.30	8.60	2.00	3.30
8.00	2.00	2.00	6.00	2.00	2.60	9.60	8.70	5.00
8.00	8.00	8.00	10.00	2.80	2.20	9.20	4.50	3.90
7.70	7.00	6.30	6.70	6.10	6.40	7.30	4.50	5.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7.70	7.00	6.30	6.70	6.10	6.40	7.30	4.50	5.00

			Behavioral Competency					
Sitting	Standing	Team	Coaching	Doesn't Need Structure	Effective Enforcing	Handles Autonomy	Handles Conflict	Innovative
7.30	5.40	9.60	6.30	7.50	7.40	7.60	7.90	7.60
5.40	3.70	9.00	7.00	9.00	1.50	9.80	6.60	8.50
2.60	10.00	3.90	7.80	6.20	7.60	9.30	6.20	8.00
3.70	2.60	9.60	8.00	7.60	7.40	8.40	7.90	8.50
5.40	10.00	7.50	7.30	8.50	8.70	9.50	8.00	7.00
4.60	2.30	8.20	8.00	8.60	7.00	8.60	8.80	8.20
4.80	5.70	8.00	7.40	7.90	6.60	8.90	7.60	8.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4.80	5.70	8.00	7.40	7.90	6.60	8.90	7.60	8.00

Interpersonal Skills	Judgment (strategic)	Negotiating	Organizational Compatibility	People Oriented	Provides Direction	Receives Correction	Self-employed	Tolerance Of Evasiveness
7.40	7.20	8.30	8.40	6.30	5.50	6.10	5.50	6.00
4.10	7.20	2.30	7.10	6.80	9.00	5.50	9.60	6.40
6.90	6.20	6.90	7.50	5.40	9.50	8.80	8.30	4.30
6.50	7.40	8.20	8.20	5.30	9.40	7.40	8.10	6.90
6.60	6.50	7.80	8.40	5.70	8.90	6.80	7.80	5.60
8.20	8.10	8.00	8.90	6.70	9.80	9.00	7.80	6.50
6.60	7.10	6.90	8.10	6.00	8.70	7.30	7.80	6.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6.60	7.10	6.90	8.10	6.00	8.70	7.30	7.80	6.00

Paradoxical Ability								
Ambitious Benevolence	Authoritative Collaboration	Compassionate Enforcing	Flexible Organizing	Forthright Diplomacy	Healthy Self- Esteem	Inventive	Logical Intuition	Mindful Courage
5.80	9.40	4.30	7.40	9.30	6.10	8.30	7.20	6.00
4.60	7.50	5.10	8.50	4.00	6.40	8.30	9.10	7.70
6.70	7.20	6.00	8.30	5.80	8.60	8.80	7.00	6.20
3.50	9.60	4.30	9.40	8.60	6.40	8.20	8.00	7.30
6.90	9.30	8.30	3.70	7.20	7.20	9.20	6.70	5.60
4.00	8.60	5.90	8.30	6.90	8.50	8.30	8.00	8.10
5.20	8.60	5.60	7.60	7.00	7.20	8.50	7.70	6.80
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5.20	8.60	5.60	7.60	7.00	7.20	8.50	7.70	6.80

					Traits To Avoid - Passive Imbalance			
Mutual Help	Poised Achievement	Prolific Quality	Realistic Optimism	Truth Exploring	Benevolent Sacrifice	Cautious	Defers Decisions	Ego Self Critical
6.70	5.10	5.50	6.50	9.60	4.90	2.00	0.00	0.10
4.60	8.70	8.00	5.90	6.20	2.00	2.80	0.00	2.00
6.10	6.10	6.70	7.20	6.80	4.80	1.80	0.00	5.70
5.10	6.80	7.90	4.80	8.30	2.00	4.60	0.00	2.70
6.80	6.90	5.30	7.10	5.40	0.00	0.00	0.00	2.20
5.20	7.30	6.60	8.00	9.10	0.00	0.00	2.20	3.50
5.80	6.80	6.70	6.60	7.60	2.30	1.90	0.40	2.70
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5.80	6.80	6.70	6.60	7.60	2.30	1.90	0.40	2.70

Evasive	Inconclusive	Non-finishing	Non-logical	Permissive	Precise But Slow	Scattered	Self-critical	Self-sacrificing
0.00	0.00	0.00	0.00	0.20	0.00	0.00	0.00	4.20
1.30	0.00	0.00	0.00	4.90	0.00	0.40	0.00	3.90
0.00	0.80	0.00	0.00	0.00	0.00	0.00	2.00	0.00
1.10	0.00	0.00	0.00	0.00	0.00	0.50	0.90	0.70
2.60	1.60	0.00	0.00	0.00	0.00	0.60	0.00	0.00
2.00	0.00	0.00	0.00	4.50	0.00	1.20	0.80	0.00
1.20	0.40	0.00	0.00	1.60	0.00	0.40	0.60	1.50
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1.20	0.40	0.00	0.00	1.60	0.00	0.40	0.60	1.50

Tranquil Inertia	Traits To Avoid - Aggressive Imbalance							
	Authoritarian	Blindly Optimistic	Blunt	Defensive	Dogmatic	Dominating	Ego Defensive	Fast But Imprecise
0.00	0.20	3.00	0.20	3.20	0.40	0.00	4.40	0.30
0.00	4.80	0.00	0.00	0.40	4.90	0.00	2.60	1.50
0.00	5.40	3.90	2.60	0.00	0.00	1.30	2.90	1.30
0.00	0.60	0.00	0.00	0.00	0.70	0.00	1.40	0.70
0.00	1.30	0.00	0.00	3.30	0.00	4.60	6.70	4.60
0.00	0.00	0.00	0.00	0.00	0.70	1.00	2.40	3.10
0.00	2.10	1.20	0.50	1.20	1.10	1.20	3.40	1.90
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	2.10	1.20	0.50	1.20	1.10	1.20	3.40	1.90

	Forceful Enforcing	Harsh	Impulsive	Insensitive	Laser Logical	Pay Minus Motivation	Rebellious Autonomy	Rigidly Meticulous	Rigidly Organized
	0.00	0.00	2.00	0.10	0.30	0.00	0.00	0.00	0.20
	0.00	0.00	2.80	0.00	1.10	0.00	0.00	0.00	0.00
	0.00	0.20	1.80	0.80	4.70	0.00	0.00	0.00	2.50
	0.00	0.10	4.60	0.60	2.80	0.00	0.00	0.00	0.00
	0.00	1.40	0.00	1.40	5.70	0.00	0.00	0.00	0.00
	0.00	0.00	0.00	0.00	3.60	0.00	0.00	0.00	0.00
	0.00	0.30	1.90	0.50	3.00	0.00	0.00	0.00	0.40
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00	0.30	1.90	0.50	3.00	0.00	0.00	0.00	0.40

			Traits To Avoid - Balanced Deficiency					
Skeptical	Stressed Achievement	Stubborn Persistence	Avoids Communication	Avoids Decisions	Careless Pessimism	Cautious Inattention	Cool Permissiveness	Disinterested in Decisions
0.00	2.90	0.20	0.60	0.50	3.40	3.90	5.60	2.70
0.60	2.10	3.10	5.90	2.40	4.00	2.20	4.80	0.80
0.00	5.90	2.10	4.10	2.70	2.70	3.70	3.90	2.90
0.30	5.60	3.40	1.30	0.30	5.10	2.60	5.60	1.90
1.20	2.60	1.10	2.70	0.60	2.80	4.30	1.60	3.20
2.60	3.40	0.30	3.00	1.30	1.90	1.80	4.00	1.90
0.80	3.80	1.70	2.90	1.30	3.30	3.10	4.20	2.20
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.80	3.80	1.70	2.90	1.30	3.30	3.10	4.20	2.20

Internally Contradicted	Narrowly Unambitious	Needs Avoidance	Rigidly Disorganized	Slow And Imprecise	Stressed Pessimism	Stressed Underachievement	Uncertain Disinterest	Unresourceful
3.80	4.10	3.20	2.50	4.40	4.10	4.80	0.30	1.60
3.50	5.30	5.30	1.40	1.90	3.30	1.20	3.70	1.60
1.30	3.20	3.80	1.60	3.20	3.70	3.80	3.10	1.10
3.50	6.40	4.80	0.50	2.00	5.60	3.10	1.60	1.70
2.70	3.00	3.10	6.20	4.60	3.90	3.00	4.50	0.70
1.40	5.90	4.70	1.60	3.30	3.80	2.60	0.80	1.60
2.70	4.60	4.20	2.30	3.20	4.10	3.10	2.30	1.40
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2.70	4.60	4.20	2.30	3.20	4.10	3.10	2.30	1.40

Performance Rating	Consistency
0.00	100.00
0.00	100.00
0.00	100.00
0.00	100.00
0.00	100.00
0.00	47.00
0.00	91.00