This list contains all the traits listed in the Traits and Definition Report. The traits are classified into five categories.

## Personality and Motivation Traits

9.9 ANALYTICAL – The tendency to logically exam facts and problems (not necessarily analytical ability).

7.2 ANALYZES PITFALLS – The tendency to scrutinize potential difficulties related to a plan or strategy.

7.6 ASSERTIVE – The tendency to put forward personal wants and needs.

9.4 AUTHORITATIVE – The desire for decision-making authority and the willingness to accept decision-making responsibility

5.5 CAUSE MOTIVATED – The tendency to be motivated to help society.

3.1 CERTAIN – The tendency to feel confident in one’s opinions.

3.4 COLLABORATIVE – The tendency to collaborate with others when making decisions.

9.6 COMFORT WITH CONFLICT – The tendency to be comfortable with confrontation or strife.

5.1 DIPLOMATIC – The tendency to state things in a tactful manner.

8.9 ENFORCING – The tendency to insist upon necessary rules being followed.

5.3 ENLISTS COOPERATION – The tendency to invite others to participate in or join an effort.

5.1 ENTHUSIASTIC – The tendency to be eager and excited toward one's own goals.

9.8 EXPERIMENTING – The tendency to try new things and new ways of doing things.

4.2 FLEXIBLE – The tendency to easily adapt to change.

9.3 FRANK – The tendency to be straightforward, forthright, direct, and to the point.

4.4 HELPFUL – The tendency to respond to others’ needs and assist or support others to achieve their goals.

7.6 INFLUENCING – The tendency to try to persuade others.

8.6 INTUITIVE – The tendency to use “hunches” to help make decisions (not necessarily intuitive capabilities).

4.8 MANAGES STRESS WELL – The tendency to deal effectively with strain and difficulty when it occurs.

5.0 OPEN/REFLECTIVE – The tendency to reflect on many different viewpoints (not necessarily related to friendliness, warmth, or extroversion).

6.0 OPTIMISTIC – The tendency to believe the future will be positive.

9.0 ORGANIZED – The tendency to place and maintain order in an environment or situation.

5.0 OUTGOING – The tendency to be socially extroverted and the enjoyment of meeting new people.

9.8 PERSISTENT – The tendency to be tenacious despite encountering significant obstacles.

7.1 PLANNING – The tendency to formulate ideas related to the steps and process of accomplishing an objective.

9.6 PRECISE – The enjoyment of work that requires being exact and the tendency to be detail oriented.

4.6 RELAXED – The tendency to feel at ease or calm while working.

7.8 RISKING – The tendency to feel comfortable with business ventures that involve uncertainty.

8.9 TAKES INITIATIVE – The tendency to perceive what is necessary to be accomplished and to proceed on one’s own.

4.1 SELF-ACCEPTANCE – The tendency to like oneself (“I’m O.K. the way I am”).

8.4 SELF-IMPROVEMENT – The tendency to attempt to develop or better oneself.

8.3 SELF-MOTIVATED – The drive to achieve including taking initiative, wanting challenge, and being enthusiastic about goals.

8.0 SYSTEMATIC – The enjoyment of tasks that require carefully or methodically thinking through steps related to accomplishing a particular goal or task.

7.7 TEMPO – The enjoyment of work that needs to be done quickly.

7.6 TOLERANCE OF BLUNTNESS – The level of comfort related to receiving abrupt or frank communications from others.

4.1 TOLERANCE OF STRUCTURE – The tolerance of following rules, schedules and procedures created by someone else.

2.8 WARMTH/EMPATHY – The tendency to express positive feelings and affinity toward others.

9.1 WANTS AUTONOMY – The desire to have freedom or independence from authority.

4.9 WANTS CAPABLE LEADER – The desire to have a leader one perceives to be capable.

9.8 WANTS CHALLENGE – The willingness to attempt difficult tasks or goals.

3.2 WANTS DIPLOMACY – This desire for others to be tactful.

6.6 WANTS FRANKNESS – The desire for others to be direct, straightforward and to the point.

9.3 WANTS HIGH PAY – The desire to earn greater remuneration.

6.0 WANTS TO LEAD – The desire to be in a position to direct or guide others.

6.1 WANTS RECOGNITION – The desire for positive acknowledgement (from others) related to one’s abilities and strengths.

8.4 WANTS STABLE CAREER – The desire for long-term or permanent employment.

## Retention and Engagement Factors

7.0 Wants Advancement – The desire to have work opportunities to expand one’s career or responsibilities

8.0 Wants Appreciation – The desire to have employer who expresses appreciation for one’s work

5.0 Wants Development – The desire to have work opportunities to learn new skills or increase abilities

4.0 Wants Flexible Work Time – The desire to have adjustable working hours or holiday schedules

9.0 Wants To Be Informed – The desire to have employer who freely shares information related to one’s work or job

10.0 Wants Opinions Valued – The desire to have an employer who listens and gives importance to one’s views

2.0 Wants Personal Help – The desire to receive some type of employer support related to one’s personal difficulties

3.0 Wants Work/Life Balance – The desire to have sufficient time away from work for rest, enjoyment, or family

6.0 Wants Quick Pay Increase – The desire to have an employer who offers relatively frequent pay increases

1.0 Wants Social Opportunities –The desire to have a workplace that enables one to meet and interact with others

## Task Preferences

2.4 ARTISTIC – The enjoyment of making things look beautiful or attractive.

7.8 BUILDING/MAKING – The enjoyment of constructing or putting together anything.

2.3 CLERICAL – The enjoyment of tasks such as typing or filing or organizing information.

7.1 COMPUTERS - The enjoyment of working with electronic machines that calculate, store or analyze information.

4.0 DRIVING – The enjoyment of operating a motor vehicle.

7.9 MANUAL WORK – The enjoyment of work that involves using one’s hands.

8.7 MECHANICAL – The enjoyment of work that involves fixing or repairing something.

6.6 NUMERICAL – The enjoyment of counting, calculating or analyzing quantities of anything using some form of mathematics.

3.6 PHYSICAL WORK – The enjoyment of work that involves fairly hard bodily effort.

4.1 PUBLIC SPEAKING – The enjoyment of presenting or articulating information to groups of people.

9.3 RESEARCH/LEARNING – The enjoyment of gathering and comprehending new information.

5.2 TEACHING – The enjoyment of instructing, training, or educating others.

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## Work Environmental Preferences

5.4 NOISE – The tolerance of working in an environment that has loud or continuous sounds.

2.7 OUTDOORS – The desire to work in an outside environment.

6.3 PRESSURE TOLERANCE – The level of comfort related to working under deadlines and busy schedules.

4.1 PUBLIC CONTACT – The tendency to feel comfortable with interacting directly with a wide range of people representative of general society.

6.8 REPETITION - The tolerance of monotonous work: the same single activity is repeated over and over (i.e. assembly line).

5.7 SITTING – The tolerance of sitting for long periods in which there is (no opportunity to stand or walk around).

4.2 STANDING – The tolerance of standing stationary position for long periods in which there is (no opportunity to sit or walk around).

4.8 TEAM – The enjoyment of working closely in a co-operative effort with others (not necessarily the ability to do so).

## Interests

3.0 ANIMALS – The interest in working with mammals, birds, reptiles or fish

7.0 BIOLOGY – An interest in how living things function, develop or reproduce

3.0 CHILDREN – The interest in working with children

8.0 COMPUTER HARDWARE – An interest in how computer or computer related hardware works

8.0 COMPUTER SOFTWARE – An interest in how software works

8.0 ELECTRONICS – The interest in designing, assembling, repairing or operating automated or computerized equipment

4.0 ENTERTAINMENT – The enjoyment of participating in the entertainment arts

4.0 FOOD – The interest in work relating to food

7.0 FINANCE/BUSINESS – The interest in commerce or fiscal management

6.0 HEALTH/MEDICINE – The interest in health or medicine

5.0 LEGAL MATTERS – An interest in the rules and laws that relate to society and business

8.0 MANUFACTURING – An interest in how different things are made or manufactured

6.0 MEDICAL SCIENCE – An interest in how medical science deals with diagnosis and treatment

7.0 PHYSICAL SCIENCE – An interest in physical science such as physics or chemistry

3.0 PLANTS – The interest in shrubs, gardening, botany, trees or farming

2.0 PSYCHOLOGY – The enjoyment of learning about the human mind

7.0 SCIENCE – The interest in any body of knowledge that uses a systematic method for achieving a clearer understanding of some aspect of life

3.0 SELLING – The enjoyment of selling or promoting

8.0 SPORTS – The interest in work that involves sports

8.0 TRAVEL – The interest in work that involves frequently taking a journey.

5.0 WRITING/LANGUAGE – The interest in work that involves formulating words to convey a meaning (for i.e., journalism or translator).