

Note: This list is not to be referenced with the list of traits available for JSF & Behavioral Competency customisations

No	Trait	Definition
1	Ambitious Benevolence	The desire to help society through developing and using one's own financial strength
2	Analytical	The tendency to logically examine facts and situations (not necessarily analytical ability)
3	Analyzes Pitfalls	The tendency to scrutinize potential difficulties related to a plan or strategy
4	Animals	The interest in working with mammals, birds, reptiles, or fish
5	Artistic	The enjoyment of making things look beautiful or attractive
6	Assertive	The tendency to put forward personal wants and needs
7	Authoritarian	The tendency to make decisions without collaborating with others
8	Authoritative	The desire for decision-making authority and the willingness to accept decision-making responsibility
9	Authoritative Collaboration	The tendency to take responsibility for decisions while at the same time allowing others to genuinely participate in the decision-making process
10	Avoids Communication	The tendency to lack frankness as well as diplomacy
11	Avoids Decisions	The tendency to avoid decision-making authority while at the same time avoiding making decisions jointly with others
12	Benevolent Sacrifice	The tendency to have significantly stronger motivation to help society than motivation to pursue one's own financial needs
13	Biology	An interest in how living things function, develop or reproduce
14	Blindly Optimistic	The tendency to focus on the possible benefits of a plan or strategy, while failing to adequately see the potential difficulties
15	Blunt	The tendency to be frank or direct while lacking in diplomacy or tact
16	Building / making	The enjoyment of constructing or putting together anything
17	Careless Pessimism	The tendency to take risks while at the same time believing that the future is bleak
18	Cause Motivated	The tendency to be motivated to help society
19	Cautious	The tendency to focus on potential pitfalls of a plan or strategy while being very careful about risks
20	Cautious Inattention	The tendency to be cautious about risks while at the same time paying little attention to the potential pitfalls of a plan or strategy
21	Certain	The tendency to feel confident in one's opinions
22	Children	The interest in working with children
23	Clerical	The enjoyment of tasks such as typing or filing or organizing information
24	Coaching	The tendency to be an effective facilitator of the development of employees (one to one interactions)
25	Collaborative	The tendency to collaborate with others when making decisions
26	Comfort With Conflict	The tendency to be comfortable with confrontation or strife
27	Compassionate Enforcing	The tendency to enforce necessary rules with compassion
28	Computer Hardware	An interest in how computer or computer related hardware works

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29	Computer Software	An interest in how computer software works
30	Computers	The enjoyment of working with electronic machines that calculate, store, or analyze information
31	Cool Permissiveness	The tendency to lack warmth while at the same time avoiding enforcing necessary rules
32	Defensive	The tendency to focus on self-acceptance while avoiding self-improvement (The attitude "I'm O.K. and I don't need to improve")
33	Defers Decisions	The tendency to avoid making decisions by referring them to others
34	Diplomatic	The tendency to state things in a tactful manner
35	Disinterested in Decisions	The tendency to avoid analyzing situations and decisions while at the same time mistrusting one's own intuition
36	Doesn't Need Structure	The tendency to manifest the traits that would enable one to occupy a position that does not have much structure (assuming sufficient job related knowledge)
37	Dogmatic	The tendency to be certain of one's own opinions while at the same time not open to different ideas
38	Dominating	The tendency to be assertive with one's own needs while failing to respond to other people's needs
39	Driving	The enjoyment of operating a motor vehicle
40	Effective Enforcing	The tendency to skillfully correct others when they are violating rules or performing poorly
41	Electronics	The interest in designing, assembling, repairing, or operating automated or computerized equipment
42	Enforcing	The tendency to insist upon necessary rules being followed
43	Enlists Cooperation	The tendency to invite others to participate in or join an effort
44	Entertainment	The enjoyment of participating in the entertainment arts
45	Enthusiastic	The tendency to be eager and excited toward one's own goals
46	Evasive	The tendency to be tactful without being sufficiently direct
47	Experimenting	The tendency to try new things and new ways of doing things
48	Fast But Imprecise	The tendency to be productive but not paying sufficient attention to detail
49	Finance / business	The interest in commerce or fiscal management
50	Flexible	The tendency to easily adapt to change
51	Flexible Organizing	The tendency to organize things while at the same time maintaining flexibility
52	Food	The interest in work relating to food
53	Forceful Enforcing	The tendency to try to make others follow rules or procedures without sufficient attempts to enlist their cooperation
54	Forthright Diplomacy	The tendency to be forthright and respectful at the same time
55	Frank	The tendency to be straightforward, direct, to the point, and forthright
56	Handles Autonomy	The tendency to have the motivation and self-reliance necessary for a significant amount of independence from immediate supervision (does not indicate the necessary job related knowledge)

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57	Handles Conflict	The tendency to skillfully face discord or strife, and the interpersonal skills necessary to deal with it effectively
58	Harsh	The tendency to be overly strict or punitive when enforcing rules and procedures
59	Health / medicine	The interest in health or medicine
60	Healthy Self-Esteem	The tendency to accept oneself while at the same time trying to improve oneself
61	Helpful	The tendency to respond to others' needs and assist or support others to achieve their goals
62	Impulsive	The tendency to take risks without sufficient analysis of the potential difficulties
63	Inconclusive	The tendency to lack certainty in one's opinions while at the same time being very open to the ideas of others
64	Influencing	The tendency to try to persuade others
65	Innovative	The tendency to create new and more effective ways of doing things
66	Insensitive	The tendency to be assertive with one's own needs while lacking sufficient warmth for others
67	Internally Contradicted	The tendency to lack self-acceptance while at the same time lacking desire to improve oneself
68	Interpersonal Skills	The tendency to have a balance of traits that relate to effective interaction with others
69	Intuitive	The tendency to use hunches to help make decisions (not necessarily intuitive capabilities)
70	Inventive	The tendency to experiment with different ways of doing something while at the same time maintaining focus on the desired objective or result
71	Judgment (strategic)	The tendency to have a balance of traits necessary to discern pertinent information, and formulate an effective strategy
72	Laser Logical	The tendency to be very analytical while at the same time mistrusting intuition
73	Legal Matters	An interest in the rules and laws that relate to society and business
74	Logical Intuition	The tendency to use analysis combined with intuition to solve problems
75	Manages Stress Well	The tendency to deal effectively with strain and difficulty when it occurs
76	Manual Work	The enjoyment of work that involves using one's hands
77	Manufacturing	An interest in how different things are made or manufactured
78	Mechanical	The enjoyment of work that involves fixing or repairing something
79	Medical Science	An interest in how medical science deals with diagnosis and treatment
80	Mindful Courage	The tendency to take risks while at the same time sufficiently analyzing the potential pitfalls of the plan or strategy
81	Mutual Help	The tendency to pursue solutions that are beneficial to all parties concerned
82	Narrowly Unambitious	The tendency to lack of motivation to help society while at the same time lacking motivation for financial gain
83	Needs Avoidance	The tendency to lack assertiveness as well as helpfulness
84	Negotiating	The tendency to bargain in order to reach a beneficial agreement

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85	Noise	The tolerance of working in an environment that has loud or continuous sounds
86	Non-finishing	The tendency to experiment with many different things without persisting in a single direction
87	Non-logical	The tendency to rely on intuition without sufficiently analyzing a plan or problem
88	Numerical	The enjoyment of counting, calculating, or analyzing quantities using mathematics
89	Open / reflective	The tendency to reflect on many different viewpoints
90	Optimistic	The tendency to believe the future will be positive
91	Organized	The tendency to place and maintain order in an environment or situation
92	Outdoors	The desire to work in an outside environment
93	Outgoing	The tendency to be socially extroverted and the enjoyment of meeting new people
94	Pay Minus Motivation	The tendency to have a strong desire for money while lacking the personal drive necessary to earn it
95	People Oriented	The tendency to have a balance of traits that would enable one to positively interact with others
96	Permissive	The tendency to be overly empathetic, failing to enforce necessary rules or make necessary corrections to subordinates' behavior
97	Persistent	The tendency to be tenacious despite encountering significant obstacles
98	Physical Science	An interest in physical science such as physics or chemistry
99	Physical Work	The enjoyment of work that involves substantial bodily effort
100	Planning	The tendency to formulate ideas related to the steps and process of accomplishing an objective
101	Plants	The interest in shrubs, gardening, botany, trees, or farming
102	Poised Achievement	The tendency to be highly self-motivated without becoming tense or easily stressed
103	Precise	The enjoyment of work that requires being exact and the tendency to be detail oriented
104	Precise But Slow	The tendency to be exact but not paying sufficient attention to productivity
105	Pressure Tolerance	The level of comfort related to working under deadlines and busy schedules
106	Problem Solving	The tendency to logically analyze situations, facts, difficulties, and potential pitfalls (not necessarily analytical ability)
107	Prolific Quality	The tendency to be productive while still paying sufficient attention to detail
108	Provides Direction	The tendency to manifest the traits necessary for a leadership role
109	Psychology	The enjoyment of learning about the human mind
110	Public Contact	The level of comfort interacting with a wide range of people representative of general society
111	Public Speaking	The enjoyment of presenting or articulating information to groups of people
112	Realistic Optimism	The tendency to analyze the potential pitfalls of a plan or strategy while maintaining a positive view of the future and the potential benefits of the plan or strategy

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113	Rebellious Autonomy	The tendency to attempt to gain freedom from authority without taking sufficient and appropriate initiative
114	Receives Correction	The tendency to accept guidance intended to improve performance
115	Relaxed	The tendency to feel at ease or calm while working
116	Repetition	The tolerance of monotonous work: a single activity repeated over and over (e.g. assembly line)
117	Research / learning	The enjoyment of gathering and comprehending new information
118	Rigidly Disorganized	The tendency to lack organization as well as adaptability
119	Rigidly Meticulous	The tendency to focus so strongly on details that one tends to have difficulty adapting to changes
120	Rigidly Organized	The tendency to focus so strongly on being orderly that one tends to have difficulty adapting to changes
121	Risking	The tendency to feel comfortable with business ventures that involve uncertainty
122	Scattered	The tendency to be disorganized while at the same time enjoying and pursuing change
123	Science	The interest in any body of knowledge that uses a systematic method for achieving knowledge
124	Self-acceptance	The tendency to like oneself ("I'm O.K. the way I am")
125	Self-critical	Disliking oneself in the context of self-improvement
126	Self-employed	The tendency to enjoy activities that would be required for self employment (does not necessarily indicate sufficient business related knowledge)
127	Self-improvement	The tendency to attempt to develop or better oneself
128	Self-motivated	The drive to achieve including taking initiative, wanting challenge, and being enthusiastic about goals
129	Self-sacrificing	The tendency to respond to others' needs at the expense of one's own needs
130	Selling	The enjoyment of selling or promoting
131	Sitting	The tolerance of sitting for long periods in which there is no opportunity to stand or walk around
132	Skeptical	The tendency to overly emphasize the potential difficulties of a plan or strategy without giving sufficient emphasis to the potential benefits
133	Slow And Imprecise	The tendency to lack productivity as well as attention to detail
134	Sports	The interest in work that involves sports
135	Standing	The tolerance of standing in one place for long periods (no opportunity to sit or walk around)
136	Stress Management	The tendency to be relaxed and manage stress well when it occurs
137	Stressed Achievement	The tendency to be very achievement oriented while at the same time being tense and/or having difficulty managing stress
138	Stressed Pessimism	The tendency to be tense or stressed while at the same time believing that the future is bleak
139	Stressed Underachievement	The tendency to lack achievement orientation while at the same time being tense and/or having difficulty dealing with stress
140	Stubborn Persistence	The tendency to tenaciously pursue the same course of action without experimenting with different ways of accomplishing the objective

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141	Systematic	The enjoyment of tasks that require carefully or methodically thinking through steps.
142	Takes Autonomy	The desire to work independently by working autonomously and taking initiative
143	Takes Initiative	The tendency to perceive what is necessary to be accomplished and to proceed on one's own
144	Teaching	The enjoyment of instructing, training, or educating others
145	Team	The enjoyment of working closely in a co-operative team effort (not necessarily the ability to do so)
146	Tempo	The enjoyment of work that needs to be done quickly
147	Tolerance Of Bluntness	The level of comfort related to receiving abrupt or frank communications from others
148	Tolerance Of Evasiveness	The level of comfort related to dealing with people who are indirect or lacking in frankness
149	Tolerance Of Structure	The tolerance of following rules, schedules, and procedures created by someone else
150	Tranquil Inertia	The tendency to be relaxed and easy-going while at the same time lacking in self-motivation
151	Travel	The interest in work that involves frequently taking a journey
152	Truth Exploring	The tendency to explore different viewpoints and formulate conclusions without becoming fixed in one's opinions
153	Uncertain Disinterest	The tendency to lack confidence in one's own opinions while at the same time not reflecting on different ideas and opinions
154	Unresourceful	The tendency to lack persistence as well as a desire for trying new things
155	Wants Advancement	Opportunity for advancement
156	Wants Appreciation	Full appreciation for work done
157	Wants Autonomy	The desire to have freedom or independence from authority
158	Wants Capable Leader	The desire to have a leader one perceives to be capable
159	Wants Challenge	The willingness to attempt difficult tasks or goals
160	Wants Development	Opportunities to learn and develop my abilities
161	Wants Diplomacy	The desire for others to be tactful
162	Wants Flexible Work Time	Flexible schedules and holiday time
163	Wants Frankness	The desire for others to be direct, straightforward, and to the point
164	Wants High Pay	The desire to earn greater remuneration
165	Wants Opinions Valued	Having my opinions valued
166	Wants Personal Help	Sympathetic help related to personal problems
167	Wants Quick Pay Increase	An opportunity to quickly earn high pay
168	Wants Recognition	The desire for positive acknowledgement (from others) related to one's abilities and strengths

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169	Wants Social Opportunities	Good social opportunities
170	Wants Stable Career	The desire for long-term or permanent employment
171	Wants To Be Informed	Being informed about company issues that could impact my work
172	Wants To Lead	The desire to be in a position to direct or guide others
173	Wants Work/Life Balance	Work/life Balance - time off on weekends and minimal overtime
174	Warmth / empathy	The tendency to express positive feelings and affinity toward others
175	Writing / language	The interest in work that involves formulating words to convey meaning (i.e., journalism or translator)