

Traits	Score	Retention and Engagement Factors	Score	Work Environment Preferences	Score
Helpful	9.9	Wants Social Opportunities	10.0	Pressure Tolerance	9.7
Warmth / empathy	9.9	Wants Development	9.0	Public Contact	7.2
Wants Autonomy	9.6	Wants Opinions Valued	8.0	Sitting	6.1
Optimistic	9.5	Wants Personal Help	7.0	Team	4.5
Wants Challenge	9.4	Wants Work/Life Balance	6.0	Noise	3.7
Risking	9.2	Wants Appreciation	5.0	Standing	3.1
Outgoing	9.2	Wants To Be Informed	4.0	Outdoors	2.3
Wants To Lead	9.2	Wants Advancement	3.0	Repetition	2.1
Cause Motivated	9.1	Wants Quick Pay Increases	2.0		
Self-motivated	9.0	Wants Flexible Work Time	1.0	Behavioral Competencies	Score
Takes Initiative	8.7			Handles Autonomy	9.3
Diplomatic	8.6	Task Preferences	Score	Provides Direction	9.0
Authoritative	8.6	Numerical	8.0	People Oriented	8.7
Persistent	8.6	Computers	6.6	Handles Conflict	8.7
Open / reflective	8.2	Public Speaking	6.5	Organizational Compatibility	8.6
Enthusiastic	8.2	Teaching	5.8	Interpersonal Skills	8.3
Influencing	8.1	Manual Work	5.7	Coaching	8.3
Tolerance Of Bluntness	7.8	Artistic	5.4	Receives Correction	8.1
Tempo	7.7	Driving	4.0	Innovative	7.9
Flexible	7.7	Research / learning	3.4	Doesn't Need Structure	7.8
Analytical	7.5	Building / making	3.0	Self-employed	6.9
Wants Recognition	7.3	Mechanical	2.8	Negotiating	6.5
Frank	7.1	Clerical	2.5	Tolerance Of Evasiveness	6.0
Self-acceptance	7.0	Physical Work	2.5	Effective Enforcing	5.0
Certain	6.8			Judgment (strategic)	2.1
Wants Frankness	6.8	Interests	Score		
Intuitive	6.6	Psychology	10.0	Functions	Score
Self-improvement	6.6	Electronics	10.0	Customer Service - Friendly	9.6
Experimenting	6.4	Animals	10.0	Sales - Cold Calling	9.2
Wants Stable Career	5.6	Food	10.0	Supervisory	7.0
Comfort With Conflict	5.4	Entertainment	8.0	Management - Middle	4.8
Wants High Pay	5.4	Plants	8.0	Management - Upper	4.3
Relaxed	5.2	Computer Hardware	8.0	Technical	3.8
Enlists Cooperation	5.0	Computer Software	8.0	Administration - General	0.0
Assertive	4.9	Finance / business	7.0		
Collaborative	4.7	Physical Science	6.0		
Planning	4.7	Science	6.0		
Manages Stress Well	4.5	Selling	5.0		
Wants Capable Leader	4.5	Manufacturing	5.0		
Wants Diplomacy	4.3	Legal Matters	4.0		
Systematic	4.1	Biology	3.0		
Organized	3.9	Travel	2.0		
Analyzes Pitfalls	3.8	Sports	2.0		
Tolerance Of Structure	3.3	Medical Science	2.0		
Enforcing	3.1	Writing / language	2.0		
Precise	2.3	Children	2.0		
		Health / medicine	2.0		