



### Traits In overdrive

Traits with Very High scores (9.3-10.0) especially when “balancing traits” are below 6)  
Find these traits in the Traits and Definition Report

Assertive	May seem selfish, “me first”
Authoritative	Can be controlling
Certain	Can be called Strong-mindedness Attitude of “I Know”
Diplomacy	May tend to value tact and diplomacy
Enforcing	May tend to be very strict unless he/she also has at least moderate scores in Diplomatic, Warmth/Empathy and Helpful.
Experimenting	May tend to continually look for new approaches and be less interested in finishing
Flexible	May indicate an expectation or need for frequent change
Frank	May be an “intense” communicator; may be a little uncomfortable for someone with a low Tolerance of Bluntness score
Helpful	May be compelled to offer help even when not needed / requested
Influencing	May tend to aggressively persuade others
Optimism	May tend to be so positive that he/she appears too idealistic and/or unrealistic to others
Outgoing	May need or seek social opportunities too often or inappropriately
Persistent	May tend to be so tenacious that he/she appears stubborn
Precise	May dwell so much on details and not see the big picture
Risking	May have a strong need for excitement
Self-Acceptance	May tend to appear and act egotistic



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Self-Improvement	May constantly seek self-improvement activities with limited satisfaction
Takes Initiative	May tend to charge forward on one's own; overly independent
Tolerance of Structure	May be dependent on structure created by someone else
Wants Autonomy	May choose to act on one's own – excluding others
Wants Capable Leader	May be dependent upon / need a leader to be successful / happy
Wants Challenge	May need new challenges after master current ones or become bored
Wants Diplomacy	Needs / requires diplomacy from others
Wants Frankness	Needs / requires frankness from others
Wants High Pay	Desire may be so strong that fairness and judgment can easily be compromised, even if the person considers himself/herself to be very honest.
Wants Recognition	May either demand / require feedback from others and/or value recognition and feedback so strongly that he/she forces it on others
Wants Stable Career	May be overly loyal and ignore / avoid other opportunities
Wants To Lead	Must be in a leadership role or be dissatisfied if not
Warmth/Empathy	May become overly emotional