

Traits and Definitions according to Category

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

Personality and Motivation Traits

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

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

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

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

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

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

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

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

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

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

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

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

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

FLEXIBLE – The tendency to easily adapt to change.

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

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

INFLUENCING – The tendency to try to persuade others.

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

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

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

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

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

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

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

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

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

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

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

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

SELF-ACCEPTANCE – The tendency to like oneself ("I'm O.K. the way I am").

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

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

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

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

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

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

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

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

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

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

WANTS DIPLOMACY – This desire for others to be tactful.

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

WANTS HIGH PAY – The desire to earn greater remuneration.

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

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

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

Retention and Engagement Factors

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

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

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

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

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

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

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

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

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

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

Task Preferences

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

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

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

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

DRIVING – The enjoyment of operating a motor vehicle.

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

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

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

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

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

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

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

Work Environmental Preferences

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

OUTDOORS – The desire to work in an outside environment.

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

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

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

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

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

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

Interests

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

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

CHILDREN – The interest in working with children

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

COMPUTER SOFTWARE – An interest in how software works

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

ENTERTAINMENT – The enjoyment of participating in the entertainment arts

FOOD – The interest in work relating to food

FINANCE/BUSINESS – The interest in commerce or fiscal management

HEALTH/MEDICINE – The interest in health or medicine

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

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

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

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

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

PSYCHOLOGY – The enjoyment of learning about the human mind

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

SELLING – The enjoyment of selling or promoting

SPORTS – The interest in work that involves sports

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

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