



Trait Combinations Cross Reference

Find these traits in the Traits and Definition Report

Low = 1-3 (≤ 3) High = 8-10 (≥ 8)

Analytical	≥ 8	+	Analyzing Pitfalls	≤ 3	=	Tends to analyze problems, but won't scrutinize potential difficulties
Cause Motivated	≥ 8	+	Influencing	≥ 8	=	Can be zealous
Diplomatic	≥ 8	+	Helpful	≥ 8	=	Person is usually very considerate.
Enforcing	≥ 8	+	Enlists Cooperation	≤ 3	=	May be overly forceful in their leadership style (autocratic vs. democratic).
Enforcing	≤ 3		Comfort with Conflict	≤ 3	=	May tend to avoid difficult situations & conversations
Experimenting	≥ 8	+	Self-Motivated	≥ 8	=	Person usually may be extremely resourceful
Experimenting	≤ 3	+	Open/Reflective	≤ 3	=	Can demonstrate intolerance of ambiguity.
Experimenting	≥ 8	+	Open/Reflective	≥ 8	=	May prefer to stay in brainstorming mode instead of taking action
Optimism	≤ 3	+	Manages Stress Well	≤ 3	=	Can have lots of personal problems (stressed out).
Optimism	≤ 3	+	Self-Motivated	≤ 3	=	May have difficulty focusing on work
Precise	≥ 8	+	Flexible	≤ 3	=	May be rigid and/or meticulous
Precise	≥ 8	+	Organized	≥ 8	=	May be compulsively organized.
Precise	≥ 8	+	Tempo	≤ 3	=	May be precise but slow; reducing productivity.
Precise	≤ 3	+	Tempo	≥ 8	=	Can demonstrate fast but sloppy work



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Precise	≥ 8	+	Wants Capable Leader	≥ 8	=	Can be seen as a perfectionist.
Relaxed	≥ 8	+	Self-Motivated	≤ 3	=	May appear to be lazy.
Risking	≥ 8	+	Analyzing Pitfalls	≤ 3	=	Can be impulsive; this trait generally not good for management jobs.
Risking	≥ 8	+	Optimistic and/or Authoritative	≤ 5	=	Can be excessively cautious.
Stress Management	≤ 3	+	Pressure Tolerance	≤ 3	=	May become quite stressed if pressured with deadlines
Stress Management	≥ 8	+	Pressure Tolerance	≤ 3	=	May manage stress well BUT be uncomfortable with the pressure of deadlines.
Tolerance of Structure	≥ 8	+	Wants Capable Leader	≥ 8	=	May be dependent on others to structure work assignments & project plans
Wants Autonomy	≥ 8	+	Takes Initiative	≤ 3	=	Can exhibit behavior such as rebellious autonomy.
Wants Capable Leader	≥ 8	+	Wants Autonomy	≥ 8	=	May expect their leader to allow a high level of autonomy
Wants Capable Leader	≥ 8	+	Organized	≥ 8	=	May expect others (including their manager) to be organized.
Wants Diplomacy	≤ 3	+	Wants Frankness	≤ 3	=	May have difficulty with blunt and/or evasive people.
Wants Diplomacy	≥ 8	+	Wants Frankness	≤ 3	=	May be very sensitive and get upset easily
Wants Diplomacy	≥ 8	+	Wants Frankness	≥ 8	=	This person has a broad bandwidth for incoming communications.



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Wants Diplomacy	≤ 3	+	Wants Frankness	≥ 8	=	May be intolerant of people who beat around the bush.
Wants High Pay	≥ 8	+	Self-Motivated	≤ 3	=	Potential for Theft
Wants High Pay	≥ 8	+	Frank	≥ 8	=	May be really demanding at times.
Wants High Pay	≥ 8	+	Warmth/Empathy	≤ 3	=	May be inconsiderate at times, even ruthless
Wants High Pay	≤ 3	+	Warmth/Empathy and/or Helpfulness	≥ 8	=	Can be taken advantage of by others.
Wants Recognition	≥ 8	+	Self-Acceptance	≥ 8	=	May "aggressively" provide feedback and expect others to be "like me".
Wants to Lead	≥ 8	+	Enlists Cooperation	≤ 3	=	May tend to be "bossy".
Wants Recognition	≥ 8	+	Self-Acceptance	≤ 3	=	May be self-critical and/or dependent upon others for praise.
Wants Recognition	≤ 3	+	Self-Improvement	≥ 8	=	Can demonstrate humility at times.
Wants Stable Career	≥ 8	+	Persistence	≥ 8	=	Since this person is probably not a job hopper, investing in training is a good idea.