

Traits and Definitions represented on Main Graph

Core Traits (found individually on Main Graph)

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

AUTHORITATIVE – Desire for decision-making authority & 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.

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

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

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).

OPEN/REFLECTIVE – The tendency to reflect on many different viewpoints

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.

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

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.

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

TOLERANCE OF BLUNTNESS – The level of comfort with receiving abrupt/frank communications from others.

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

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

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

WANTS HIGH PAY – The desire to earn greater remuneration.

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

Core Traits (included in Combined Traits on Main Graph)

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.

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

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

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

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

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

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

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

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

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

Core Traits (not represented on Main Graph)

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

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

WANTS DIPLOMACY – This desire for others to be tactful.

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

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

Retention and Engagement Factors

Wants Advancement, Wants Appreciation, Wants Development, Wants Flexible Work Time,

Wants To Be Informed, Wants Opinions Valued, Wants Personal Help, Wants Work/Life Balance,

Wants Quick Pay Increase, Wants Social Opportunities

Task Preferences

Artistic, Building/Making, Clerical, Computers, Driving, Manual Work, Mechanical,

Numerical, Physical Work, Public Speaking, Research/Learning, Teaching

Work Environmental Preferences

Noise, Outdoors, Pressure Tolerance, Public Contact, Repetition, Sitting, Standing, Team

Interests

Animals, Biology, Children, Computer Hardware, Computer Software, Electronics, Entertainment,

Food, Finance/Business, Health/Medicine, Legal Matters, Manufacturing, Medical Science,

Physical Science, Plants, Psychology, Science, Selling, Sports, Travel, Writing/Language