



Construct Summary

Lower Traits

Higher Traits

Follows Policy • Procedures
Accommodating • Cooperative
Diplomatic • Respectful
Hesitant with Risk • Follower
Amiable • Dislikes Confrontation



AUTONOMY

Hostile Proactive

Independent • Autocratic
Risk Oriented • Visionary
Take Charge • Headstrong
Outspoken • Inconsiderate
Enjoys Confrontation

Technically Oriented • Inward Thinking
Skeptical • Analytical • Factual
Can Work Alone • Introspective
Communicates Factually
Can be Pessimistic • Moody



SOCIAL-ABILITY

Friendly Proactive

Socially Oriented • Good Natured
Shares • Compromises
Persuasive • No "Grudges" Held
Can Be Superficial • Talkative
Group Acceptance • Recognition

Handle Variety of Tasks
Works Well with Pressure • Deadlines
Natural Sense of Urgency
Antsy • Impatient
Short Attention Span • Quick



PATIENCE

Friendly Reactive

Deliberate • Methodical • Laid Back
Works Well With Repetitive Tasks
Patient • Slow to Burn
Creature of Habit • Single Focus
Dislike Pressure • Distractions

Dislikes Details • Will Delegate
Not Easily Inhibited • Doesn't Dwell
Gives Others Opportunities
Overstep Boundaries • Indifferent
Can be Sloppy when Disinterested



CONFORMITY

Hostile Reactive

Persevering • Self-Disciplined
Sense of Duty • Propriety
Follow Policies • Rules
Worry/Thin Skin • Guilt
Moralistic • Avoids Risk

- EU** = **Energy Units:** The degree of behavioral adaptability and general activity level of a person.
- L** = **Logic:** Measure of the extent to which people exercise control over their emotions and actions.
- I** = **Ingenuity:** The degree of inventiveness and the originality of thinking.

Traits = The constructs that are in place and are inherent in behavior by the age of 8-12.

Job Behaviors = What happens to the natural individual when placed in a specific job.