



OCT 2023

Quick Reference Guide

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**How is this person likely to
behave as an individual?**



Extraversion

Degree to which one requires social interaction and authority.



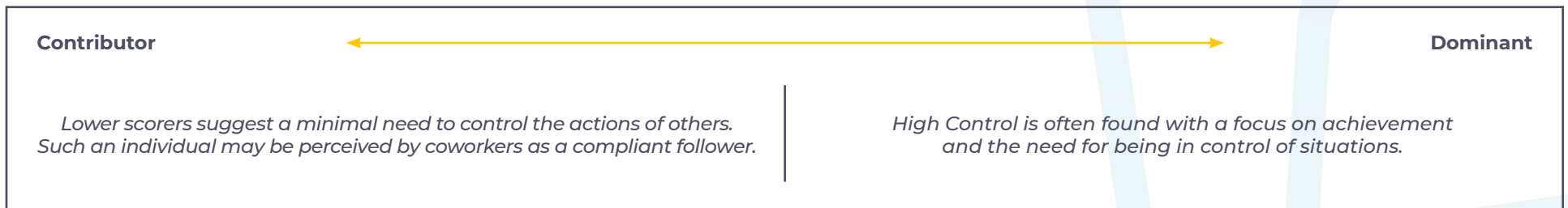
Intensity

Level of drive and/or restlessness one exhibits.



Control

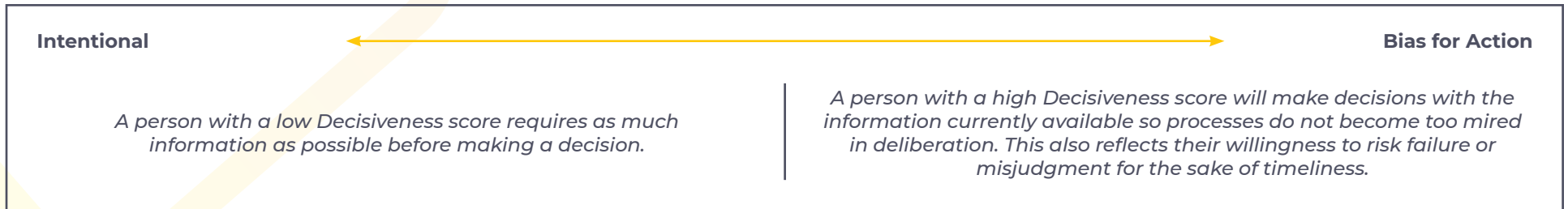
Tendency to take charge of people and situations. Leads more than follows. It is often associated with expressing confidence.





Decisiveness

Reflects how confident someone is for accepting the risk of making a decision in a timely fashion using what information is available at the time.



Autonomy

Tendency to be self-reliant, self-directed, and to take independent action, making own decisions.



Ambition

Willingness to do whatever it takes to attain a personal goal, often even at the expense of others.





**How is this person likely
to interact with others?**



Agreeableness

Tendency to be friendly, approachable, and easy to get along with.



Sociability

Tendency to be outgoing and people-oriented.



Cooperativeness

Tendency to be friendly, agreeable, and to be a team person.





Tact

Tendency to consider the feelings of others when communicating.



Influence

Tendency to focus activities on persuading others to follow or work with them in attaining objectives.



Compassion

Willingness and ability to identify with, or vicariously experience, the feelings and emotions of others.



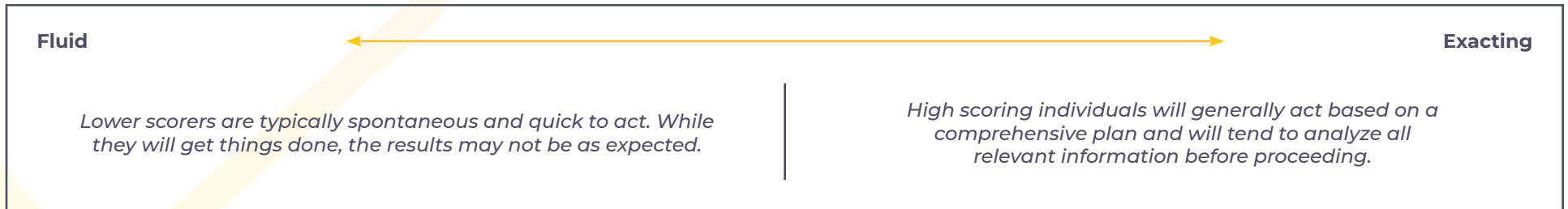


**How is this person likely
to approach their work?**



Conscientiousness

Tendency to strive for perfection, sometimes at all costs.



Acumen

Tendency to use logic and objective information in decision-making process.



Assurance

Tendency to rely on and be confident in the integrity and ability of others.





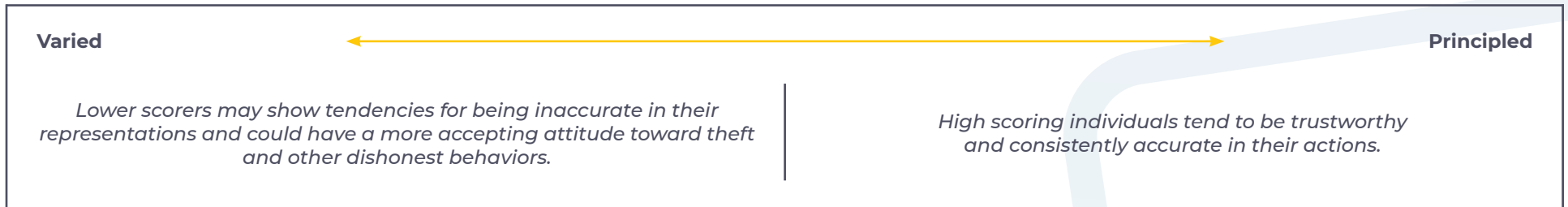
Work Ethic

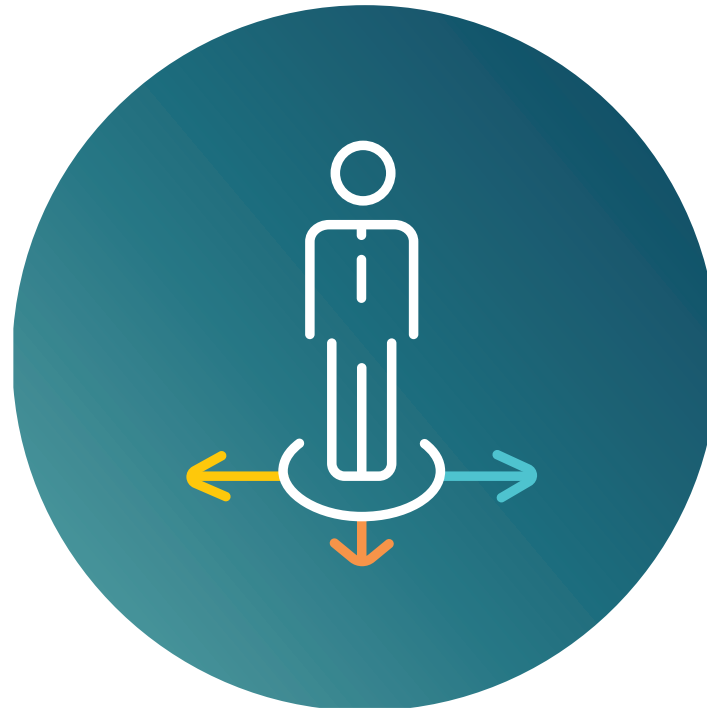
Willingness to work for the intrinsic benefit of work and its ability to enhance character.



Integrity

Tendency to behave in an uncompromising and consistently honest, moral, and ethical manner.





**How is this person likely
to embrace change?**



Openness

Willingness to try new ways of doing things.



Creativity

Degree to which an individual uses imagination and intellect to produce novel and original products, ideas, or task solutions.



Adventurousness

Tendency to have a need for exciting or unusual experiences which may be bold and risky undertakings with uncertain outcomes.





Teamwork

Willingness to work as a group member toward the attainment of a common objective.





**How is this person likely to
weather challenge and adversity?**



Stability

Degree to which one reacts positively to negative or stressful situations.



Compliance

The degree to which an individual is willing to follow policies, external controls and supervision, and to work within the rules.



Optimism

Tendency to have a positive attitude regarding people and outcomes.





Outlook

Tendency to maintain a mental or emotional state of well-being characterized by positive or pleasant emotions ranging from contentment to intense joy.



Critical Thinking and Reasoning

The person's ability to process various forms of data and information, both verbal and numeric.

This optional feature evaluates the person's ability to process information and problem-solve using various forms of data and information, both verbal and numeric. Determines the cognitive reasoning tasks individuals should be able to successfully complete at various levels of ability.