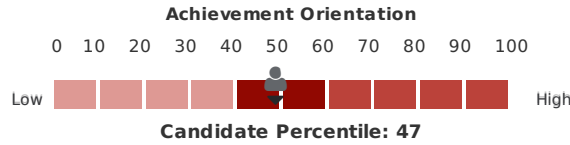


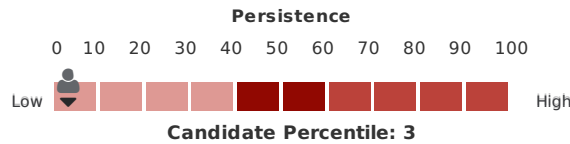
**Achievement Orientation**

Is unlikely to set challenging work goals, and may exert a low level of effort toward achievement of goals



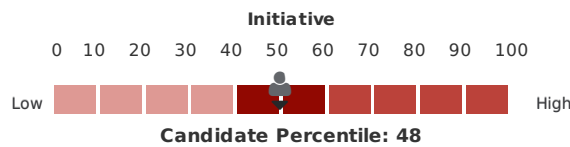
Is likely to establish, maintain, and exert extensive effort toward achievement of challenging work goals

May not persist when faced with difficulties or obstacles, or when success seems unlikely



Is likely to be highly persistent on the job, even when faced with obstacles or difficulties

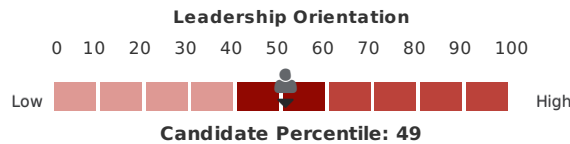
Is likely to have little interest in volunteering for or taking on new work responsibilities or challenges



Enjoys taking on new or additional work responsibilities and challenges

**Social Influence**

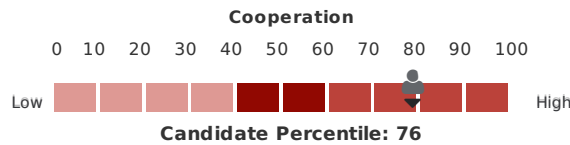
Appears to have little or no interest in taking charge, or directing and leading others; may be hesitant to offer opinions



Is prone to taking charge, leading others, and offering opinions; very high scores may push others too firmly

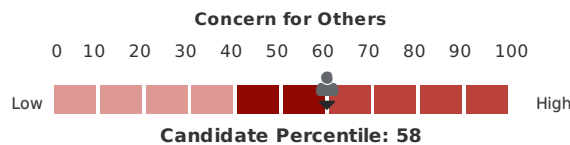
**Interpersonal Orientation**

May not be consistently pleasant, good-natured, or cooperative



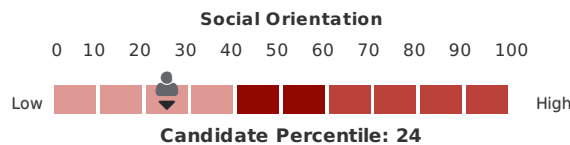
Is likely to consistently demonstrate a pleasant, good-natured, and cooperative attitude with others on the job

May miss opportunities to demonstrate sensitivity, caring, and support for others on the job



Is highly sensitive to the needs and feelings of others, and highly supportive; very high scores may hesitate to deliver tough messages

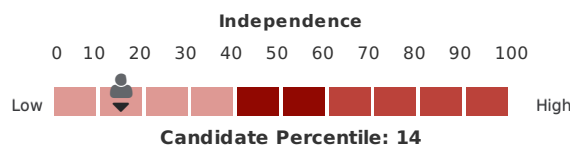
Is likely to prefer working alone or in small groups, and to be indifferent as to whether work colleagues are personal friends



Enjoys working with others on the job and having work colleagues as friends; very high scores may be uncomfortable working alone

**Independence**

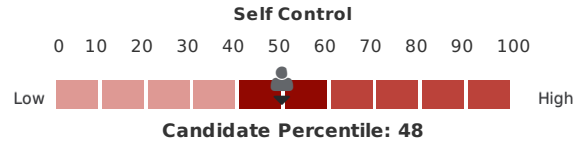
Is likely to have to rely on others to define tasks and ways of doing things, and to help get the job done; may not deal effectively with ambiguity



Prefers freedom to guide self with little or no supervision and develop own way of doing things; deals effectively with ambiguity; very high scores may be uncomfortable with supervision

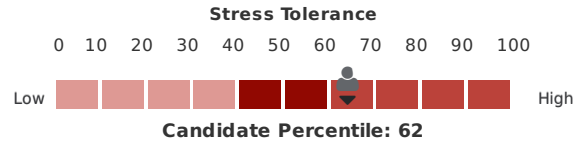
## Adjustment

May not maintain composure as consistently as peers; may be prone toward open displays of anger or aggressive behavior



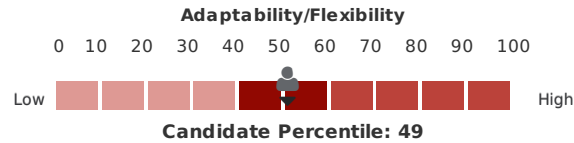
Is likely to maintain composure, control anger, and avoid aggressive behavior, even in very difficult situations

May have little tolerance for criticism, or for stress imposed by other people or circumstances



Is likely to accept criticism well, and remain calm even when facing high pressure or stress imposed by other people or circumstances

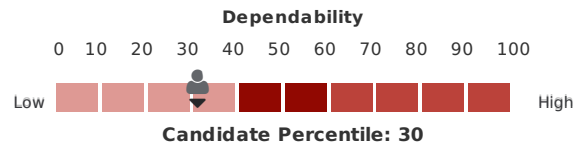
Is unlikely to enjoy or look forward to change or variety in the workplace



Enjoys and looks forward to change and variety in the workplace

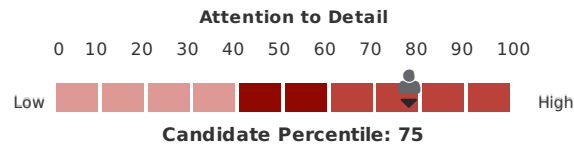
## Conscientiousness

May be casual about or inconsistent in fulfilling job and work obligations



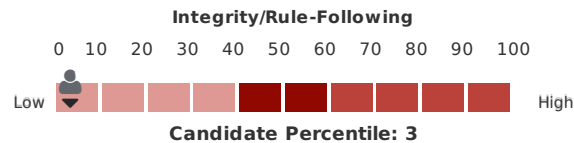
Is likely to consistently fulfill job and work obligations

Is likely to prefer tasks and issues requiring a more global focus to those requiring high attention to detail



Enjoys and is likely to excel at tasks requiring a strong focus on detail and a need for thoroughness

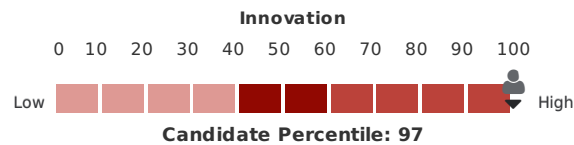
Is unlikely to demonstrate strict adherence to rules and regulations in all situations



Is likely to demonstrate strict adherence to rules and regulations and to do things "by the book"

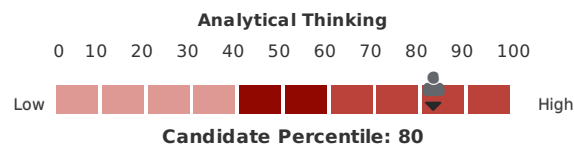
## Practical Intelligence

Is likely to be more conventional than creative in addressing work-related issues or problems



Enjoys producing new or creative ideas for addressing work-related issues or problems

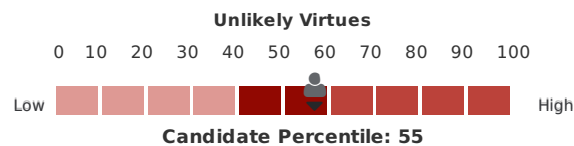
May not enjoy analyzing complex issues in depth and may miss opportunities to use logic to resolve work-related issues or problems



Enjoys analyzing complex issues in depth and using logic to address work-related issues and problems

## Unlikely Virtues

Acknowledged self-limitations in responses; not concerned about making a positive impression



Minimized self-limitations in responses; appears concerned about making a positive impression

