





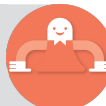












Emotional balance

| | | | | |
|--|------------------------|---|----------------------------|---|
|  | Self-reflective | Self-esteem The extent to which the person has self-esteem and mental stability | Confident |  |
|  | Equality | Respect The extent to which the person respects and looks up to other people. | Respectful |  |
|  | Self-sufficient | Need for support The extent to which the person needs support from the people around her. | Appreciates support |  |
|  | Involved | Stress management & pressure The extent to which the person can manage pressure and stressful situations. | Stable |  |

Motives

| | | | | |
|--|------------------|--|------------------------------|---|
|  | Humble | Need for status The extent to which the person needs to be held in high esteem and demands recognition for her work and achievements. | Presentable |  |
|  | Focus | Variety The extent to which the person needs variety. | Diverse |  |
|  | Satisfied | Ambition & challenges The extent to which the person is competitive, is willing to strive to be successful and looks for challenges. | Focus on achievements |  |

Social talents

| | | | | |
|--|----------------------------|--|-------------------------|---|
|  | Groundbreaking | Conformity The extent to which the person adapts and conforms to different surroundings. | Dutiful |  |
|  | Gives way to others | Extraversion The extent to which the person likes to stand out and leans toward extravert behavior. | Stands out |  |
|  | Level-headed | Helpfulness The extent to which the person is willing to help and support others. | Service-oriented |  |
|  | Factual | Social empathy The extent to which the person has a, not necessarily functional, intrinsic interest in peoples problems and in analyzing other peoples behavior. | Empathetic |  |
|  | Individualistic | Sociability & contact The extent to which the person needs friendship and social contact. | Uniting |  |

Influencing talents



Cooperative

Dominance

The extent to which the person acts powerfully and dominantly.

Directing



Patient

Energy & action

The extent to which the person has the energy to perform tasks and to achieve goals.

Enterprising



Tolerant

Confrontation

The extent to which the person dares to react in a confrontational manner and sets verbal boundaries.

Assertive



Changes priorities

Persistence

The extent to which the person persists and perseveres.

Perseveres



Leadership



Deliberating

Decision making

The extent to which the person takes clear positions, makes and stands by decisions.

Problem-solving



Team-oriented

Independent thinking & acting

The extent to which the person needs autonomy and independence in forming her judgments and actions

Autonomous



Compliant

Responsibility & leadership

The extent to which the person wants to be in charge and take responsibility.

Leading



Organizational talents



Process-oriented

Purposiveness

The extent to which the person is focused on (defined) goals and results.

Goal-oriented



Creative

Order & structure

The extent to which the person needs a structured approach, order and neatness.

Precise



Abstract-thinking

Pragmatism

The extent to which the person values a practical and useful approach and adopts a practical attitude.

Practical

