

The Main Graph has 9 dimensions and enables you to easily see the interactions between traits. Within each dimension, there is a North, a South, a West and an East axis with a trait at each end. In the center of each dimension is a ZERO and each axis can extend to a value of 10 depending on the profilee's score.

Paradoxical traits appear on the North - South axis except for one dimension. The North trait of the Paradox is the Dynamic trait. The South trait is the Gentle trait of that Paradox. The two traits on the East - West axis are Supplementary to the Paradoxical traits in each dimension. The exception is in the Decisions Paradox where there are two pairs of Paradoxical traits at North - South axis as well as East - West axis.

Six of the traits on the Main Graph are a combination of two or more sub-traits.

Problem Solving is a combination of ANALYTICAL and ANALYSES PITFALLS.

Takes Autonomy is a combination of TAKES INITIATIVE and WANTS AUTONOMY.

Self-Motivated is a combination of TAKES INITIATIVE, WANTS CHALLENGE and ENTHUSIASM.

Stress Management is a combination of MANAGES STRESS WELL and RELAXED.

Provides Direction is a combination of WANTS TO LEAD and various interpersonal skills.

Handles Conflict is a combination of COMFORT WITH CONFLICT and various interpersonal skills.

The scores of these sub-traits can be found in the Traits & Definitions Report.

Additionally there are three pairs of paradoxical traits that appear across dimensions.

RISKING and ANALYZES PITFALLS (in Problem Solving)

OPTIMISTIC and ANALYZES PITFALLS (in Problem Solving)

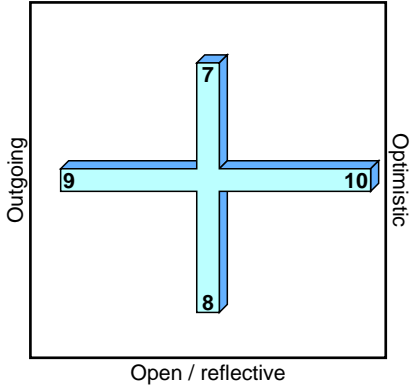
WARMTH/EMPATHY and ENFORCING

And one pair of cross dimension traits that are semi-paradoxical, TEMPO and PRECISE.

The system checks to see if the answers were completed honestly and while paying sufficient attention. Analysis indicates there is a high likelihood (99.2%) the answers were truthful, accurately self-aware, and completed with sufficient concentration.

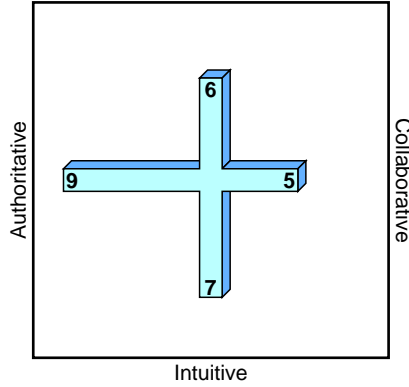
**OUTLOOK**

Certain



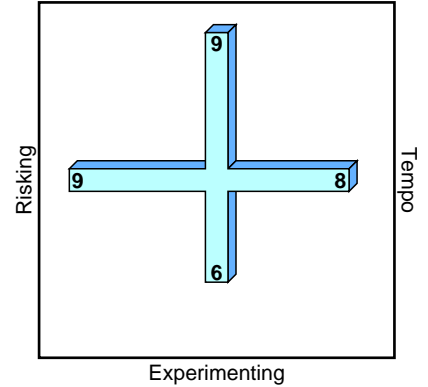
**DECISIONS**

Problem Solving



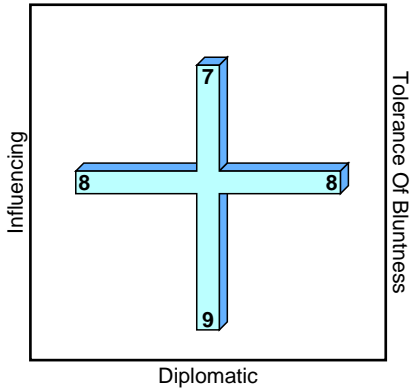
**INNOVATION**

Persistent



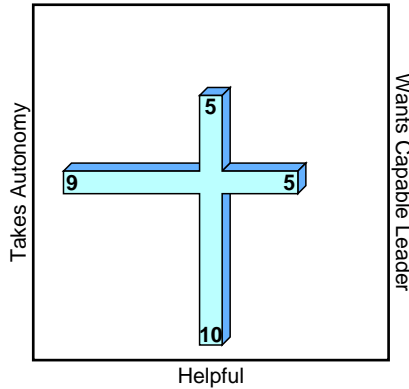
**COMMUNICATION**

Frank



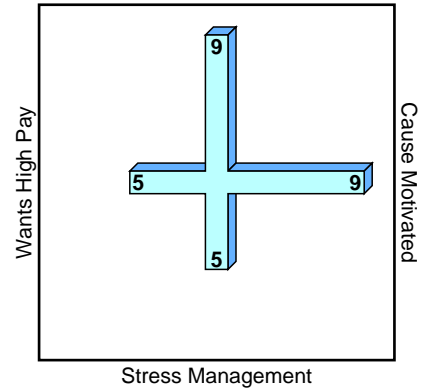
**POWER**

Assertive



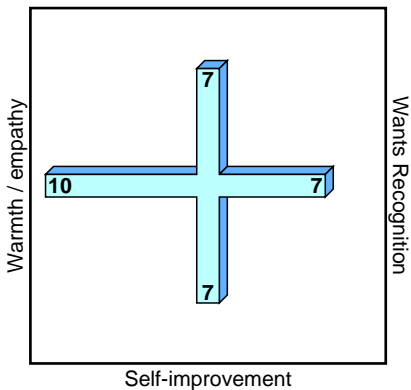
**MOTIVATION**

Self-motivated



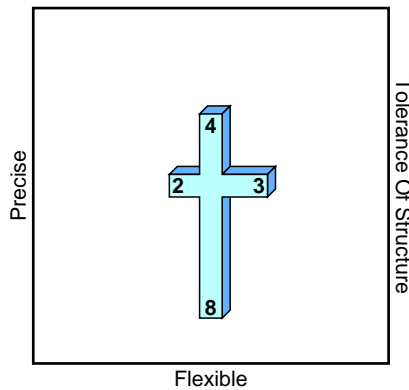
**SUPPORT**

Self-acceptance



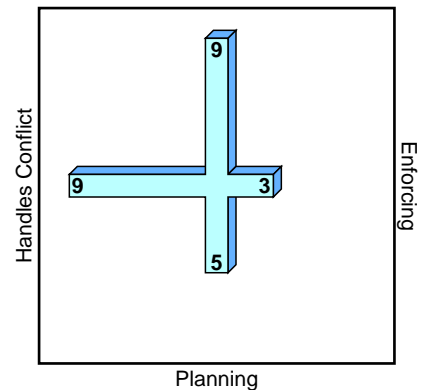
**ORGANIZATION**

Organized



**LEADERSHIP**

Provides Direction



## OUTLOOK

Is reasonably self-certain but not over-confident.

Is open-minded and reflective.

Has a good balance between sticking to opinions and being open-minded.

Is very outgoing.

Is generally comfortable making presentations to groups.

Is extremely optimistic.

## DECISIONS

Makes decisions with a moderate amount of analysis.

May sometimes tend not to analyze the potential difficulties of plans and strategies.

May be reasonably intuitive and use this intuition for making decisions.

Is very willing to assume decision-making authority.

May make decisions based upon hope rather than on an examination of the facts.

Gives moderate importance to collaborating with others in the decision-making process.

May want to make the final decision when collaborating with others.

## INNOVATION

Perseveres with a task despite many obstacles and is very good at the implementation stage of projects.

Can be moderately progressive and creative, but prefers to avoid occupying a position which requires trying new ways of doing things very frequently.

Is very willing to take risks.

May take risks without undertaking sufficient analysis.

May sometimes take risks without undertaking sufficient analysis.

Likes to work quickly.

## COMMUNICATION

Is reasonably forthright, frank and to the point.

Is very capable of being tactful.

Has a very good balance between being tactful and being direct; consequently is skilled at interpersonal communication.

Is tolerant of people who are blunt.

**COMMUNICATION**

Tries to influence others.

**POWER**

Can put forward his own needs, but may sometimes hesitate to do so.

Is extremely helpful and conscious of others' needs.

Wants autonomy very strongly.

Tends to take a great deal of initiative.

Accepts supervision, but prefers a supervisor who is not too authoritative.

**MOTIVATION**

Needs to have very challenging work.

Is clear about his goals and is motivated toward them.

Is very self-motivated.

Can be relaxed while working, but sometimes experiences some tension.

Is able to deal with stress moderately well.

Wants to be paid well, but it is a lesser consideration than other factors.

Has very benevolent intentions. Undertaking work which benefits others/society is very important to him.

Tends to follow through on his benevolent actions.

May sometimes tend to be self-sacrificing.

Has a moderate desire to have a stable career.

**SUPPORT**

Is extremely empathetic and warm.

Is reasonably self-accepting.

Has a reasonably strong intention to improve himself.

Has a good balance between wanting to improve himself and liking himself the way he is now.

May want a fair amount of recognition.

**ORGANIZATION**

Usually does the minimum amount of organizing necessary and may occasionally lose efficiency without organizing support from others.

Is flexible and adaptable to changes.

## ORGANIZATION

Strongly prefers not to do work which requires a significant amount of time to be spent on precision or focusing on details.

Generally prefers not to do work which involves having to be very systematic.

May want a significant amount of autonomy from having to follow closely defined procedures and schedules.

## LEADERSHIP

Has a very strong desire to lead.

Has some interest in planning, but probably prefers not to have to spend a great deal of time in a planning role.

Is very effective at handling conflict.

May strongly dislike enforcing rules, but will probably do it anyway when it is necessary.