

BEHAVIOURAL DIMENSIONS

STEPS	RANK	DIMENSIONS	RATE
1	1	Single most important EVALUATING	
2	2	Second most important DELIVERING	
5	3	Very important INITIATING	
7	4	Important FINISHING	
8	5	Remaining dimension FOCUSING	
6	6	Least beneficial dimension CO-ORDINATING	
4	7	Next most likely to undermine SUPPORTING	
3	8	Most likely to undermine INNOVATING	

WORK APTITUDES

STEPS	RANK	DIMENSIONS	RATE
1	1	Single most important MATHEMATICAL & LOGICAL	
2	2	Second most important COMPETITIVE & ENTREPRENEURIAL	
5	3	Very important OUTGOING & EXPRESSIVE	
7	4	Important ORDERLY & EFFICIENT	
8	5	Remaining work aptitude SOCIAL & EMPATHETIC	
6	6	Least beneficial work aptitude INVESTIGATIVE & ANALYTICAL	
4	7	Next most likely to undermine CREATIVE & ARTISTIC	
3	8	Most likely to undermine PRACTICAL & MECHANICAL	

CORE TRAITS

STEPS	RANK	DIMENSIONS	RATE
1	1	Single most important SELF-MOTIVATION	
2	2	Second most important DECISIVENESS	
5	3	Important EMOTIONAL STABILITY	
6	4	Remaining core trait CONSCIENTIOUSNESS	
4	5	Least beneficial core trait RELATIONSHIP MANAGEMENT	
3	6	Most likely to undermine FLEXIBILITY	

ANALYSIS

DECIDING

EXPRESSION

Cautious  
Methodical  
Precise  
Thorough  
Analytical  
Shrewd

Evaluating

Innovating

Inspiring  
Creative  
Imaginative  
Persuasive  
Optimistic  
Lively

Finishing

Initiating

REALISTIC

IDEALISTIC

Forceful  
Decisive  
Hard-driving  
Demanding  
Challenging  
Competitive

Delivering

Supporting

Kind  
Patient  
Caring  
Co-operative  
Dependable  
Supportive

Focusing

Co-ordinating

DRIVE

PROCESSING

STABILITY

**KEY**

- Underlying (Red line)
- Adapted (Purple dashed line)
- Consistent (Blue solid line)
- Benchmark (Green solid line)

