

BEHAVIOURAL DIMENSIONS

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

WORK APTITUDES

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

CORE TRAITS

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

ANALYSIS

DECIDING

EXPRESSION

Cautious  
Methodical  
Precise  
Thorough  
Analytical  
Shrewd

Evaluating

Innovating

Inspiring  
Creative  
Imaginative  
Persuasive  
Optimistic  
Lively

REALISTIC

IDEALISTIC

Finishing

Initiating

Delivering

Supporting

Forceful  
Decisive  
Hard-driving  
Demanding  
Challenging  
Competitive

Kind  
Patient  
Caring  
Co-operative  
Dependable  
Supportive

Focusing

Co-ordinating

DRIVE

PROCESSING

STABILITY

**KEY**

- Underlying
- Adapted
- Consistent
- Benchmark

