

amazonassessments

English Help

Hello and Welcome!

Thanks for your interest in Amazon. Your next step is to complete this assessment. Before you start, you can click the [Amazon Candidate Online Assessment Privacy Notice](#) to learn more about how your data will be kept private.

By selecting Yes below, I acknowledge that I have read and agree to Amazon's privacy notice.

Yes



Saving...

amazonassessments

English Help

What to Expect

This assessment will take about 40 minutes, but it isn't timed. We want you to do your best, so take the assessment in a quiet, distraction-free environment.

We encourage you to complete all sections of the assessment at one time. If you exit the assessment, your work will be saved. When you return, you will start from where you left off. **Remember, you must complete all sections below before we can consider you for the role.**

- **Work Simulation:** typically takes 25 minutes, work through example situations from across Amazon to demonstrate core skills.
- **Work Styles Assessment:** typically takes 15 minutes, answer questions about how you approach your work.

Once you have completed the assessment, you will see a confirmation screen verifying that your responses have been recorded. Then, you will complete a 1 minute Feedback Survey.

Next

amazonassessments

English Help

Accommodations

At Amazon, we not only celebrate the diversity of our workforce, we celebrate the diverse ways we work.

If you have a disability and require an accommodation during the hiring process, including the assessment, please visit <https://www.amazon.jobs/en/disability/us>.

For your reference, all sections of this assessment are:

- Not timed
- Keyboard navigable, a mouse is not required
- Optimized for use with the following screen readers: VoiceOver (Mac) and NVDA (Windows) on Firefox, Chrome, and Edge (Windows)

Next

题研师1号VX: TCQSCareer 题研师2号VX: TCQSCareer2
题研师3号VX: TCQSCareer3 题研师4号VX: TOQSCareer4
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Work Simulation

You will be interacting with your coworkers over email and instant messages to answer questions. All of the messages are relevant to the job you applied for, even if the nature of the task isn't exactly what you would be doing.

Inbox

From: Anthony Morales, Analyst
Subject: Questions about Document

Hi,

I came across a document your team produced about Project Beta and had some questions. It looks like the person who wrote the document moved teams. Can I send my questions to you?

Thanks,
Anthony Morales

Task

Instructions

Question 1 of 4

How effective is sending Anthony's questions to your manager?

Ineffective Highly

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You will see two types of questions. In ranking type questions, your task is to rearrange the table rows to rank order or prioritize them. You can move a row in several ways: **drag and drop it**, select it and use the **arrow buttons** on the screen, or select it and use the **arrow keys** on your keyboard.

Task

Rank Michelle's work activities in the order she should do them. Prioritize tasks that take less time.

Instructions

Rank	Activity	Impact	Hours
1	Manager introduction	High Impact	1.0
4	Read documents	Moderate Impact	4.0
3	Take badge photo	High Impact	0.5
4	Complete paperwork	Moderate Impact	1.5

Low Impact Moderate Impact High Impact

Submit

amazonassessments English Help

For rating type questions, your task is to indicate your opinion using the four bars below each question. You may choose the same rating for multiple questions.

Task

You are not familiar with Project Beta. Consider the effectiveness of taking the following actions.

Instructions

Question 1 of 4

How effective is sending Anthony's questions to your manager?

Ineffective Highly effective

3 out of 6 Next >

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 题研师3号VX: TCQSCareer3 题研师4号VX: TOQSCareer4
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 题研师3号VX: TCQSCareer3 题研师4号VX: TOQSCareer4

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English Help

[← Back](#)

Use both your best judgment and the information provided in the message to choose your response. You do not need information from previous messages in order to answer the questions. Be mindful that once you hit the **Submit** button, your answer is final and cannot be changed.

3 Take badge photo 0.5
4 Read documents 4.0

New Impact Moderate Impact High Impact

Submit **Submit**

How effective is sending Anthony's questions to your manager?

Ineffective Highly effective

Submit

4 out of 6 **Next >**

amazonassessments

English Help

At any time during the assessment, you can tap the **Help** at the top right of the page for additional instructions.

Inbox

Questions about Document
Anthony Morales, Analyst
In Progress

From: Anthony Morales, Analyst
Subject: Questions about Document

Hi,
I came across a document your team produced about Project Beta and had some questions. It looks like the person who wrote the document moved teams. Can I send my questions to you?
Thanks,
Anthony Morales

Rating Questions
Select the bar that best represents your judgement.
[More help](#)

Task

You are not familiar with Project Beta. Consider the effectiveness of taking the following actions.

Question 1 of 4

How effective is sending Anthony's questions to your manager?

Ineffective Highly effective

Submit

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 题研师3号VX: TCQSCareer3 题研师4号VX: TOQSCareer4

amazonassessments

This section is not timed. It takes most people about 25 minutes to answer the 10 messages. Select **Start** to begin the assessment or **Back** to review these instructions.

Inbox

Magazine Vendor Performance
Nadia Loomis, Team Lead
In Progress

From: Nadia Loomis, Team Lead
Subject: Magazine Vendor Performance

Hi,
Amazon works with four different vendors to package and send magazines to customers. We want to identify the top three vendors.
Remember Amazon's goals:
1. Maintain high customer satisfaction,
2. Ship products on time,
3. Minimize costs.
Each vendor is rated on several performance metrics. Can you identify the vendors that best meet Amazon's goals?
Thank you,
Nadia Loomis

Inbox

Magazine Vendor Performance
Nadia Loomis, Team Lead
In Progress

Task

Rank order the vendors, keeping Amazon's goals in mind.

Instructions

Rank	Vendor	Customer Issues	Quantity Shipped	Shipped On Time	Cost to Amazon
1	E	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
2	R	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
3	K	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
4	F	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>

Low Amount Moderate Amount High Amount

Submit

Inbox

Seasonal Product Vendors
Nadia Loomis, Team Lead
In Progress

Magazine Vendor Performance
Nadia Loomis, Team Lead
Completed

From: Nadia Loomis, Team Lead
Subject: Seasonal Product Vendors

Hi,
The Seasonal Product Team needs a vendor who can quickly adjust to changes in product demand. The Planning Team has sent over a table comparing how the four available vendors have been performing. Can you identify which vendor to recommend?
Thank you,
Nadia Loomis

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 题研师3号VX: TCQSCareer3 题研师4号VX: TOQSCareer4

Inbox

- Seasonal Product Vendors** Nadia Loomis, Team Lead In Progress
- Magazine Vendor Performance** Nadia Loomis, Team Lead Completed

Task

Rank order the vendors, keeping the Seasonal Product Team's needs in mind.

Instructions

Rank	Vendor	Flexibility	Customer Issues	Quantity Shipped	Shipped On Time
1	D	●	⟳↑	●	⟲↓
2	P	●	○	○	⟳↑
3	V	●	⟲↓	⟲	●
4	K	●	○	●	○

Legend: ○ Low Amount ● Moderate Amount ■ High Amount
⟳ Increasing 10% ⟲ Decreasing 10%

PDVK

Submit

Inbox

- Delivery Questions - Magazines** Carlos Henderson, Customer Support Lead In Progress
- Seasonal Product Vendors** Nadia Loomis, Team Lead Completed
- Magazine Vendor Performance** Nadia Loomis, Team Lead Completed

Section progress

From: Carlos Henderson, Customer Support Lead
Subject: Delivery Questions - Magazines

Hi,
I lead the Customer Support Team for the magazines category. Customer questions for one vendor have increased since the start of the promotional campaign. The campaign ended two months ago, but we are still getting many questions. Can you help us understand why? The vendor's performance metrics are below.
Thank you,
Carlos Henderson

Task

Instructions

The percentages in the table represent the performance change from the previous month. Consider the impact of each metric on customer questions.

Metric	Month 1	Month 2	Month 3
% Customer Questions	+8%	+10%	+12%
% Shipped On Time	-10%	-7%	-5%
% Shipped Incorrectly	+2%	+4%	+4%
% Discounted	+18%	+18%	+14%
Units Shipped (Thousands)	80	85	100

Question 1 of 4

4

4级

How impactful was **high shipping demand** on customer questions?



Submit

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Question 2 of 4

How impactful were **shipping errors** on customer questions?

3



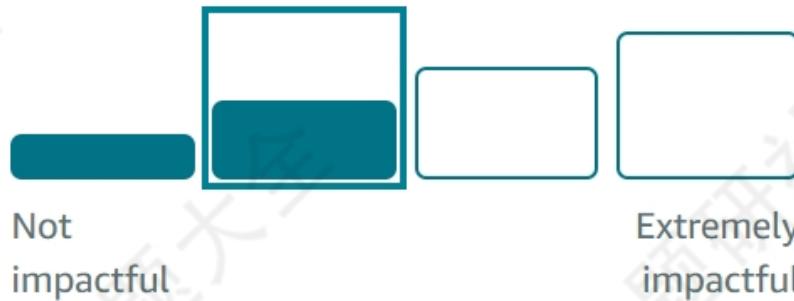
3级

Submit

Question 3 of 4

How impactful were **late shipments** on customer questions?

4



4级

Submit

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Question 4 of 4

1

1级

How impactful were **product discounts** on customer questions?



Not
impactful

Extremely
impactful

Submit

Inbox

Customer Obsession Training
Mark Tan, Training Team
In Progress

Delivery Questions - Magazines
Carlos Henderson, Customer Support Lead
Completed

Seasonal Product Vendors
Nadia Loomis, Team Lead
Completed

English Help

Section progress [progress bar]

From: Mark Tan, Training Team
Subject: Customer Obsession Training

Hi,
This is a reminder that your required Customer Obsession Training is due by the end of the day today. You must complete this training for your team to meet the 100% completion goal. If there are any questions, please let me know.
Thank you,
Mark Tan

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Task

Instructions

You can work 8 hours today. Based on the information below about your current work, rank order the activities you will complete today.

Rank	Activities	Hours	Impact	Priority
1	Work On Ongoing Project	4		
2	Investigate Customer Issue	4		
3	Complete Training	1		
4	Attend Team Meeting	1		

Low Amount Moderate Amount High Amount

2341

2341

Inbox

English Help

Help with John's Work
Nadia Loomis, Team Lead
 In Progress

Customer Obsession Training
Mark Tan, Training Team
 Completed

Delivery Questions - Magazines
Carlos Henderson, Customer Support Lead

From: Nadia Loomis, Team Lead
Subject: Help with John's Work

Hi,
John is out sick today. Can you take on some of his work? Below are his activities that we need to complete today.
Thank you,
Nadia Loomis

Task

Instructions

You have limited time you can help today. Consider the information below about John's activities.

John's Activities	Hours	Impact	Priority	
Reschedule meetings	0.5			12.5
Submit vendor invoices	1			100
Respond to 4 customer issues	2			50

Low Amount Moderate Amount High Amount

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Question 1 of 4

How effective is it to **submit vendor invoices only?**

4

Ineffective

Highly effective

4级

Submit

Question 2 of 4

How effective is it to **go to your manager to request others take on some activities?**

2

Ineffective

Highly effective

1级

Submit

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Question 3 of 4

How effective is it to **complete all additional requests?**



Ineffective

Highly
effective

2

2级

Submit

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Question 4 of 4

How effective is it to **focus on your assigned work?**

1, 大局观，以公司利益为重

1级



Ineffective

Highly
effective

Submit

The screenshot shows a communication interface. On the left, there is an "Inbox" section with two items:

- A message from "Katie, you" with the status "In Progress".
- A message from "Help with John's Work" by "Nadia Loomis, Team Lead" with the status "Completed".

On the right, a detailed view of the message from "Katie, you" is shown. The message is from "Katie (Sr. Recruiter)" and contains the following text:
Hi, I know this is last minute, but an interviewer just canceled on a candidate interview for your team. This candidate is already on-site and cannot be rescheduled. Would you be able to interview the candidate today? It would take about 2 hours.

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Task

Instructions

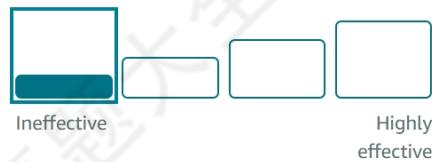
Based on your current workload, John's activities for today, and the new interview request, consider what action you would take. The additional time required for each response is noted in parentheses.

Question 1 of 4

2

How effective is it to **focus on your assigned work?** (0 hours)

1级



Submit

Task

Instructions

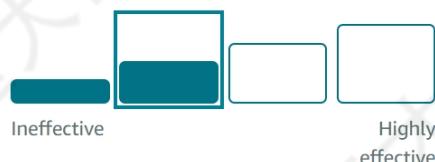
Based on your current workload, John's activities for today, and the new interview request, consider what action you would take. The additional time required for each response is noted in parentheses.

Question 2 of 4

2

How effective is it to **escalate the decision to your manager?** (0.25 hours)

2级



Submit

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Task

Instructions

Based on your current workload, John's activities for today, and the new interview request, consider what action you would take. The additional time required for each response is noted in parentheses.

Question 3 of 4

How effective is it to **try to find someone else who may be able to do the interview?** (0.5 hours)

3



Submit

3级

Task

Instructions

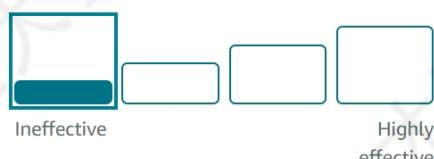
Based on your current workload, John's activities for today, and the new interview request, consider what action you would take. The additional time required for each response is noted in parentheses.

1

Question 4 of 4

How effective is it to **conduct the interview, no questions asked?** (2.0 hours)

1级



Submit

The screenshot shows a communication inbox with the following items:

- Hiring Event Preparation** (Nadia Loomis, Team Lead) - Status: In Progress
- Katie, you** (Completed)
- Help with John's Work** (Nadia Loomis, Team Lead) - Status: Completed

The right side of the screen displays an email from Nadia Loomis, Team Lead, regarding the Hiring Event Preparation. The email content is as follows:

From: Nadia Loomis, Team Lead
Subject: Hiring Event Preparation

Hi,
We are preparing for an upcoming hiring event and need your help to ensure that everything runs smoothly. Below is a list of what we need your help with next week. Let me know if you have any concerns.
Thank you,
Nadia Loomis

English Help

Section progress [progress bar]

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Inbox

Hiring Event Preparation
Nadia Loomis, Team Lead
In Progress

Katie, you
Completed

Help with John's Work
Nadia Loomis, Team Lead
Completed

Customer Obsession Training
Mark Tan, Training Team
Completed

Delivery Questions - Magazines
Carlos Henderson, Customer Support Lead
Completed

Seasonal Product Vendors
Nadia Loomis, Team Lead
Completed

Task

You have 20 hours next week to help with the hiring event. Rank the activities so you can let Nadia know which ones you may not be able to complete.

Rank	Activity	Hours	Impact	Priority
1	Respond to candidate emails	11	High Amount	High Amount
2	Schedule interviews	9	Moderate Amount	Moderate Amount
3	Order catering	5.5	Moderate Amount	Moderate Amount
4	Attend event-planning meetings	5.5	Low Amount	Moderate Amount

Low Amount Moderate Amount High Amount

Inbox

Ravi, Kara, Mark, you
In Progress

Hiring Event Preparation
Nadia Loomis, Team Lead
Completed

Katie, you
Completed

Help with John's Work
Nadia Loomis, Team Lead
Completed

Customer Obsession Training
Mark Tan, Training Team
Completed

Delivery Questions - Magazines

Section progress

Ravi, Kara, Mark, you

Ravi (Sr. Team Member)

Welcome to the team! We are testing new product features for Project Excite. Kara is our project expert, but she is very busy with an unrelated launch.

Kara (Sr. Team Member)

Nice to meet you! You will own the project management of a new experimental feature. Let me know if you have any questions.

Mark (Team Member)

Hil I've been on Project Excite for 2 months and feel like I am just getting up to speed. Welcome!

Task

Instructions

You have just started on the Project Excite team and need to learn about the project. Consider how to effectively gather information given what Ravi, Kara, and Mark have shared.

Question 1 of 4

3

How effective is it to ask for a senior team member to train you?



Submit

2级

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题研师3号VX: TCQSCareer3 题研师4号VX: TOQSCareer4
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Task

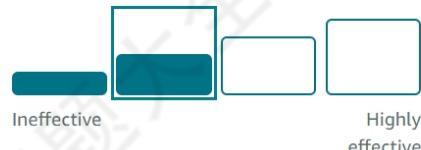
Instructions

You have just started on the Project Excite team and need to learn about the project. Consider how to effectively gather information given what Ravi, Kara, and Mark have shared.

2

Question 2 of 4

How effective is it to ask your manager where to go next?



Submit

Task

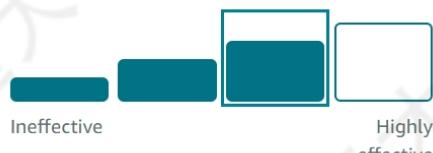
Instructions

You have just started on the Project Excite team and need to learn about the project. Consider how to effectively gather information given what Ravi, Kara, and Mark have shared.

Question 3 of 4

4

How effective is it to **read prior documents about the project?**



Submit

4级

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题研师3号VX: TCQSCareer3 题研师4号VX: TOQSCareer4

Task

Instructions

You have just started on the Project Excite team and need to learn about the project. Consider how to effectively gather information given what Ravi, Kara, and Mark have shared.

Question 4 of 4

4

How effective is it to shadow more senior team members?



Submit

4级

Inbox

English Help

Project Excite Resource Availability
Nadia Loomis, Team Lead In Progress

Ravi, Kara, Mark, you
Completed

Hiring Event Preparation
Nadia Loomis, Team Lead Completed

Katie, you
Completed

Section progress

 From: Nadia Loomis, Team Lead
Subject: Project Excite Resource Availability

Hi,

How is your first week on Project Excite going? We need to deliver the test version of your product for review in a week. If you need support, let your teammates or me know, and we will do our best to help. Here is everyone's availability over the next week.

- Ravi = fully booked all week
- Kara = some time Monday and Friday
- Mark = some time Monday and Tuesday

Thanks,
Nadia Loomis

Task

Instructions

With the upcoming deadline, you need help to finish the project. Consider what additional information you would like to know before responding to Nadia.

Question 1 of 4

4

How useful is knowing the **total hours your
teammates have available to support**?



Submit

4级

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题研师3号VX: TCQSCareer3 题研师4号VX: TOQSCareer4

Task

With the upcoming deadline, you need help to finish the project. Consider what additional information you would like to know before responding to Nadia.

Question 2 of 4

How useful is knowing the **business impact** of your project compared to that of your teammates' other work?



Not useful

Highly useful

Submit

Task

With the upcoming deadline, you need help to finish the project. Consider what additional information you would like to know before responding to Nadia.

Question 3 of 4

How useful is knowing what **support resources** are available outside of your team?



Not useful

Highly useful

Submit

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题研师3号VX: TCQSCareer3 题研

Task

With the upcoming deadline, you need help to finish the project. Consider what additional information you would like to know before responding to Nadia.

Question 4 of 4

How useful is knowing the **flexibility to push back your deadline?**



Not useful Highly useful

Submit

The screenshot shows the Microsoft Teams inbox interface. On the left, there's a list of messages. The first message is from Nadia, you, with the status 'In Progress'. The second message is from Project Excite Resource Availability, sent by Nadia Loomis, Team Lead, with the status 'Completed'. The third message is from Ravi, Kara, Mark, you, also with the status 'Completed'. On the right, a detailed view of Nadia's message is shown. It includes her profile picture, her name 'Nadia, you', and her title 'Nadia (Team Lead)'. Her message content reads: 'Hi, I know you requested additional support for your deliverable. However, Ravi's project deadline was just moved up, so the team has limited time to help. How do you think we should proceed?'. At the top right of the message view, there's a progress bar labeled 'Section progress'.

Task

Consider the best way to respond to Nadia.

Question 1 of 4

How effective is it to **request that Mark, who has been on the team for 2 months, helps you?**



Ineffective Highly effective

Submit

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Task

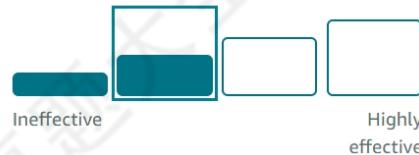
 Instructions

Consider the best way to respond to Nadia.

Question 2 of 4

How effective is it to request to scale back some features to deliver a 50% test version of your project?

2



2

Submit

Task

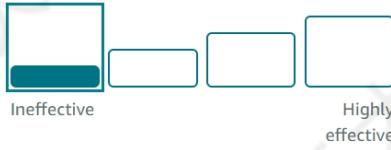
 Instructions

Consider the best way to respond to Nadia.

Question 3 of 4

How effective is it to request to push back the deadline for your project?

1



1

Submit

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Task

Instructions

Consider the best way to respond to Nadia.

Question 4 of 4

How effective is it to request a brief meeting to review the impact of moving deadlines for all team projects?

3

2

Ineffective Highly effective

Submit



1 out of 5

Next >

about which statement to choose, follow your initial reaction to choose one and keep going. There are no right or wrong answers.

amazon assessments

Your progress 

My team relies on me to check for mistakes.

I'll occasionally make easy-to-fix mistakes.

Most like me More like me More like me Most like me

< or >

003 / 003

Next 

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题研师1号VX: TCQSCareer 题研

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When you answer a question, you will automatically move forward to the next question. Auto-progression is designed to help you focus on your answers rather than on clicking buttons.

I feel very lucky for what I have. I can't take credit for my successes.

Most like me More like me < or > More like me Most like me

3 out of 5 Next >

amazonassessments English Help

Most people prefer auto-progression. You may want to turn it off if you are using assistive technologies like a screen reader that could cause accidental progression. Once you start the assessment, you can turn off auto-progression from Help at any time.

I'm about as reliable as everyone else on my team. I rarely miss deadlines.

Most like me More like me < or > More like me Most like me

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This section is not timed. It takes most people about 15 minutes to complete. Select Start to begin the assessment or Back to review these instructions.



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Section progress

My team relies on me to check for mistakes.

I'll occasionally make easy-to-fix mistakes.

Most like me More like me X or > More like me Most like me

Next

amazonassessments English Help

Section progress

I can't take credit for all of my successes.

I feel very lucky for what I have.

Most like me More like me X or > More like me Most like me

amazonassessments English Help

Section progress

← Back

I rarely miss deadlines.

I'm about as reliable as everyone else on my team.

Most like me More like me X or > More like me Most like me

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Section progress

Once my mind is set, I won't compromise.

Compromise is a sign of weakness.

Most like me More like me X or > More like me Most like me

◀ Back

I adapt to change quickly.

I often choose predictability over the unknown.

Most like me More like me X or > More like me Most like me

◀ Back

It's easy to bounce back from failure.

I reflect on disappointments as much as others.

Most like me More like me X or > More like me Most like me

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Section progress

← Back

I usually deal with problems as they come up.

I usually create a plan before starting my work.

Most like me More like me **X or >** More like me Most like me

amazonassessments English Help

Section progress

← Back

I prefer to focus on the task at hand rather than how others feel about it.

I consider others' feelings even when it's not necessary.

Most like me More like me **X or >** More like me Most like me

amazonassessments English Help

Section progress

← Back

I like to learn something new every day.

I'll learn new things when I know I'll apply them right away.

Most like me More like me **X or >** More like me Most like me

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Section progress

← Back

I sometimes notice if things are missing.

I appreciate the opportunities that I've been given.

Most like me More like me **X or >** More like me Most like me

← Back

I like surprises.

Sometimes I work hard, and sometimes I hardly work.

Most like me More like me **X or >** More like me Most like me

← Back

I put failures behind me quickly.

I make compromises that will benefit my team.

Most like me More like me **X or >** More like me Most like me

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Section progress

← Back

I take time to better understand my coworkers.

Most projects need a structured plan.

Most like me More like me X or > More like me Most like me

← Back

Sometimes I think about how others have contributed to my success.

Routines bring me a sense of calm.

Most like me More like me X or > More like me Most like me

← Back

People tell me I have a keen eye for detail.

Compromise is needed for team progress.

Most like me More like me X or > More like me Most like me

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Section progress

I persist until a task is done.

I like to learn new things when I have extra time.

Most like me More like me **X or >** More like me Most like me

Next

I'm always looking for new ways to do things.

I'm proud of both my own and others' contributions.

Most like me More like me **X or >** More like me Most like me

◀ Back

I notice details that most other people miss.

I take a personal interest in others' feelings.

Most like me More like me **X or >** More like me Most like me

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Section progress

← Back

I'm always looking for new things to learn.

I focus more on future possibilities than past problems.

Most like me More like me X or > More like me Most like me

← Back

It makes me feel good when a plan works out.

I do my best, even on trivial tasks.

Most like me More like me X or > More like me Most like me

← Back

I catch more mistakes than most.

My teammates say I'm easy to work with.

Most like me More like me X or > More like me Most like me

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Section progress

← Back

I like applying my current skills to new challenges.

I can sense when others are upset.

Most like me More like me **X or >** More like me Most like me

← Back

I produce my best work when working from a detailed plan.

Some opportunities have been given to me, others I've earned.

Most like me More like me **< or >** More like me Most like me

← Back

Constant change is exhausting.

I sometimes focus too much on past mistakes.

Most like me More like me **< or >** More like me Most like me

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Section progress

← Back

I can spend hours researching new topics.

I make an effort to ask people how they are doing.

Most like me More like me X or > More like me Most like me

← Back

I usually double-check my work.

I try to complete my tasks before I end my day.

Most like me More like me X or > More like me Most like me

← Back

I'm energized by change.

I don't dwell on my mistakes.

Most like me More like me X or > More like me Most like me

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amazonassessments

English Help

Section progress

← Back

I always plan and prioritize my work tasks.

Sometimes working with others is necessary to achieve goals.

Most like me More like me X or > More like me Most like me

← Back

I'm known for getting work done.

I usually take time to find out how others are feeling.

Most like me More like me X or > More like me Most like me

← Back

I sometimes have a hard time putting failure behind me.

I only focus on the details important for success.

Most like me More like me X or > More like me Most like me

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amazonassessments English Help

Section progress

← Back

I like the unexpected.

I try to avoid conflict at all costs.

Most like me More like me **X or >** More like me Most like me

amazonassessments English Help

Section progress

← Back

I try to remember others' efforts in my success.

I always enjoy learning new things.

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I cheer up my coworkers when they feel down.

I recover from setbacks about as quickly as others.

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A plan increases efficiency.

People would describe me as detail oriented.

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I like applying my existing knowledge to new areas.

I appreciate how others helped me get to where I am today.

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Things rarely prevent me from meeting commitments.

I'll usually compromise for the good of the group.

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Obstacles do not stop my progress for long.

I always prefer working from a plan.

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Uncertainty gives me energy.

I owe a lot of my success to other people's help.

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I can always be trusted to fulfill my obligations.

I agree with the group unless I have a strong opinion.

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I spot errors that others overlook.

I am curious about new developments in my field.

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My success is influenced by both circumstances and my efforts.

Changing my routine inspires me.

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Typically, I am disciplined about getting work done.

It's worth compromising if it helps the team make progress.

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Making a detailed plan jumpstarts my momentum.

I can learn new things when it is needed.

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I try to understand other people's feelings and emotions.

I can usually recover from a setback.

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Rechecking your work is a usually waste of time.

Others are given too much credit for my success.

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I follow plans diligently.

I'm fairly cooperative when working with others.

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I would never miss a deadline without a good reason.

I like trying new methods for daily tasks.

Most like me More like me **X or >** More like me Most like me

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How other people feel isn't my business.

I take more time than others getting over setbacks.

Most like me More like me **X or >** More like me Most like me

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I usually make careful plans to avoid problems.

People should take more time reviewing their work.

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I try to balance being a specialist and having broad knowledge.

I adjust quickly to new settings.

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Meeting commitments is a top priority.

I maintain awareness of team morale.

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I often challenge a group decision.

Setbacks are hard to manage.

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My success is not solely due to my efforts.

The key to completing tasks is having a detailed plan.

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I enjoy the pursuit of getting my questions answered.

I care deeply about the feelings of others.

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