

Test as Talent Variable (TV)	Sub-test	Meaning	Behavior Example	Talent Group Variable (TGV)	Note
Pauli	Initial Performance	Measures starting accuracy/speed	Quick starter shows immediate focus, slower start may warm up	Motivation & Drive	
MBTI	Extraversion	Energy from social interaction	Talkative, networking	Leadership & Influence	
MBTI	Introversion	Energy from solitude	Reflective, prefers quiet	Leadership & Influence	
MBTI	Sensing	Detail, concrete focus	Practical, present-oriented		
MBTI	Intuition	Pattern recognition, future focus	Big-picture, imaginative	Creativity & Innovation Orientation	
MBTI	Thinking	Logical decision-making	Analytical, objective		
MBTI	Feeling	Value/harmony-based decision-making	Empathetic, people-oriented		
MBTI	Judging	Preference for structure	Organized, likes closure		
MBTI	Perceiving	Preference for flexibility	Spontaneous, adaptable		
DISC	Dominance	Directness, control	Assertive, decisive	Leadership & Influence	
DISC	Influence	Sociability, persuasion	Talkative, energizer	Social Orientation & Collaboration	
DISC	Steadiness	Patience, cooperation	Calm, loyal	Adaptability & Stress Tolerance	
DISC	Compliance	Accuracy, rule orientation	Precise, careful	Conscientiousness & Reliability	
GTQ	Overall GTQ Score			Cognitive Complexity & Problem-Solving	
TIKI	Overall TIKI Score			Cognitive Complexity & Problem-Solving	
IQ	Overall IQ Score			Cognitive Complexity & Problem-Solving	
PAPI Kostick	Papi_N	Strong drive to complete tasks	Always finishes assignments, stays focused until the end		
PAPI Kostick	Papi_G	Works with high effort and persistence	Diligent, endures hard work for long periods		
PAPI Kostick	Papi_A	Strong desire for achievement	Motivated by goals, achievement-oriented	Motivation & Drive	
PAPI Kostick	Papi_L	Tendency to take leadership roles	Readily takes charge, comfortable giving direction	Leadership & Influence	
PAPI Kostick	Papi_P	Desire to control others	Takes command, likes directing teams	Leadership & Influence	
PAPI Kostick	Papi_I	Confidence in making decisions	Decides quickly, shows little hesitation	Cognitive Complexity & Problem-Solving	
PAPI Kostick	Papi_T	Work speed preference	Works fast, dislikes delays	Adaptability & Stress Tolerance	
PAPI Kostick	Papi_V	High energy and enthusiasm	Active, energetic, shows vitality in tasks		
PAPI Kostick	Papi_O	Need to build close personal bonds	Warm, seeks personal connections		
PAPI Kostick	Papi_B	Desire to be part of a group	Team-oriented, seeks belonging		
PAPI Kostick	Papi_S	Outgoing and socially active	Sociable, quickly builds new relations	Social Orientation & Collaboration	
PAPI Kostick	Papi_X	Desire for recognition and attention	Enjoys being in the spotlight, seeks acknowledgment		
PAPI Kostick	Papi_C	Preference for order and structure	Plans carefully, keeps work systematic	Conscientiousness & Reliability	
PAPI Kostick	Papi_D	Interest in detailed work	Thorough, attentive to small elements, minimizes errors	Conscientiousness & Reliability	
PAPI Kostick	Papi_R	Interest in abstract or conceptual thinking	Enjoys deep analysis, conceptual thinker		
PAPI Kostick	Papi_Z	Drive for variety and novelty	Bored with routine, eager to try new things	Creativity & Innovation Orientation	Inverse Scale
PAPI Kostick	Papi_E	Emotional resilience under pressure	Stays calm in conflict, rarely shows stress	Adaptability & Stress Tolerance	
PAPI Kostick	Papi_K	Drive to be assertive and firm	Speaks firmly, stands ground in opposition		Inverse Scale
PAPI Kostick	Papi_F	Inclination to support authority figures	Loyal to leaders, prefers clear direction		
PAPI Kostick	Papi_W	Desire for rules and structured guidance	Comfortable with procedures, needs clear instructions		
CliftonStrengths	Achiever	Drive to accomplish and sustain high productivity	Works long hours, motivated by completing tasks daily	Motivation & Drive	
CliftonStrengths	Arranger	Organizing people/resources for maximum efficiency	Good at juggling multiple tasks, flexible with plans	Leadership & Influence	
CliftonStrengths	Belief	Strong core values guide decisions	Seeks purposeful work, consistency with mission	Cultural & Values Urgency	
CliftonStrengths	Consistency	Fairness, treating people equally	Creates standard rules, avoids favoritism		
CliftonStrengths	Deliberative	Careful, anticipates risk	Plans ahead, avoids mistakes by cautious decision-making	Conscientiousness & Reliability	
CliftonStrengths	Discipline	Preference for structure and order	Creates schedules, maintains routines	Conscientiousness & Reliability	
CliftonStrengths	Focus	Concentrates on goals, prioritization	Avoids distractions, directs team to objectives		
CliftonStrengths	Responsibility	Takes ownership and commitments seriously	Trusted to deliver on promises, reliable		
CliftonStrengths	Restorative	Loves solving problems and fixing	Good at troubleshooting, resolves crises quickly		
CliftonStrengths	Activator	Turns ideas into action quickly	Pushes team to start, impatient with delays		
CliftonStrengths	Command	Direct, decisive, takes control	Comfortable in conflict, asserts opinions strongly	Leadership & Influence	
CliftonStrengths	Communication	Expressive, tells stories well	Engages audience, simplifies complex ideas	Social Orientation & Collaboration	
CliftonStrengths	Competition	Strives to win and compare with others	Motivated by ranking and outperforming peers		
CliftonStrengths	Maximizer	Focus on strengths over weaknesses	Improves good to great, prefers excellence		
CliftonStrengths	Self-Assurance	Inner confidence in judgment	Independent decision-maker, trusts own instincts	Leadership & Influence	
CliftonStrengths	Significance	Wants to be seen as important/impactful	Seeks visibility, wants to make difference		
CliftonStrengths	Woo (Winning Others Over)	Enjoys meeting new people	Easily builds rapport, energizes in networking	Social Orientation & Collaboration	

CliftonStrengths	Adaptability	Flexible, "go with the flow"	Handles change easily, reacts well in uncertainty	Adaptability & Stress Tolerance	
CliftonStrengths	Connectedness	Belief in links among all things	Values collaboration, purpose-driven	Cognitive Complexity & Problem-Solving	
CliftonStrengths	Developer	Sees potential in others	Coaches, mentors, encourages growth	Leadership & Influence	
CliftonStrengths	Empathy	Intuits emotions of others	Sensitive to team mood, good listener		
CliftonStrengths	Harmony	Seeks consensus and avoids conflict	Mediates disputes, builds peace		
CliftonStrengths	Includer	Accepting of outsiders, inclusive	Brings others in, prevents isolation		
CliftonStrengths	Individualization	Sees unique qualities in people	Tailors approach to individuals, good talent matcher		
CliftonStrengths	Positivity	Brings energy and enthusiasm	Celebrates wins, uplifts morale		
CliftonStrengths	Relator	Builds deep, close relationships	Loyal, prefers working with trusted colleagues	Social Orientation & Collaboration	
CliftonStrengths	Analytical	Seeks data, evidence	Challenges assumptions, loves numbers	Cognitive Complexity & Problem-Solving	
CliftonStrengths	Context	Looks to past to understand present	Values history, precedent in decisions		
CliftonStrengths	Futuristic	Imagines future possibilities	Inspires with long-term vision	Creativity & Innovation Orientation	
CliftonStrengths	Ideation	Generates new ideas, creative	Sees connections, enjoys brainstorming	Creativity & Innovation Orientation	
CliftonStrengths	Input	Curious, collects information	Accumulates resources, references, knowledge		
CliftonStrengths	Intellection	Reflective, enjoys deep thinking	Philosophical, likes intellectual discussions		
CliftonStrengths	Learner	Loves learning, enjoys process more than result	Constantly takes courses, asks questions		
CliftonStrengths	Strategic	Quickly spots relevant patterns and paths	Cuts through complexity, finds best route forward	Cognitive Complexity & Problem-Solving	