

"Software Developer Assessment" Summary

Tidiness



Tidiness is the degree to which one maintains a clean and orderly workplace environment.

Professional Fit:

People high in Tidiness will typically be suited for jobs that require self-discipline, neatness, or structure and where it is essential to remain organized at all times.

Potential Risk:

People high in Tidiness tend to miss potential opportunities or fail to see creative solutions if they are too rigid, and may at times be distracted from more important goals by their need to maintain order.

Threat Response



Threat Response is the tendency to see difficulty and uncertainty as a threat rather than a challenge.

Professional Fit:

People low in Threat Response will typically be well-suited for jobs that are high-pressure or involve a high degree of uncertainty.

Potential Risk:

People low in Threat Response tend to sometimes not feel engaged in jobs that are very straightforward and low-pressure.

Preference for Teamwork



Preference for Teamwork is the tendency for a person to perform well and enjoy working with groups or teams.

Professional Fit:

People high in Preference for Teamwork will typically thrive in highly collaborative jobs and environments.

Potential Risk:

People high in Preference for Teamwork tend to be unhappy or unproductive in jobs that require them to complete goals or tasks on their own.

Entrepreneurial Spirit



Entrepreneurial Spirit is the tendency to be excited by and willing to take the lead in new, risky or uncertain situations.

Professional Fit:

People high in Entrepreneurial Spirit will typically thrive in less structured jobs that offer opportunities to take calculated risks in the pursuit of innovation or financial payout, even if these risks sometimes fail.

Potential Risk:

People high in Entrepreneurial Spirit tend to feel unmotivated in highly structured jobs that reward safe, consistent performance and the avoidance of errors, rather than risk and innovation.

Sensory Focus



Sensory Focus is the tendency to see novelty in everyday life and vividly experience sensory stimuli.

Professional Fit:

People with a moderate level of Sensory Focus may sometimes thrive in jobs that require a degree of artistry and creativity.

Potential Risk:

People with a moderate level of Sensory Focus can sometimes appear to some people as erratic or unpredictable.

Feedback Sensitivity



Feedback Sensitivity is the tendency to be concerned about or affected by others' negative opinions.

Professional Fit:

People low in Feedback Sensitivity will typically be more comfortable than others in jobs where their actions will sometimes be negatively judged, rejected or even resented, and may respond better than others to constructive criticism.

Potential Risk:

People low in Feedback Sensitivity tend to sometimes come off as unpassionate or uncaring.

Interest in Sales



Interest in Sales is one's self-reported interest in and positivity towards sales and persuasion-related activities.

Professional Fit:

People high in Interest in Sales will typically enjoy jobs that involve sales activities and persuading others to embrace new offerings or ideas.

Potential Risk:

People high in Interest in Sales tend to dislike jobs that do not involve sales activities and persuading others to embrace new offerings or ideas.

Preference for Routine



Preference for Routine is the tendency to prefer recurring or familiar environments and situations.

Professional Fit:

People high in Preference for Routine will typically be suited for jobs that involve very consistent, predictable, or repetitive tasks.

Potential Risk:

People high in Preference for Routine tend to be uncomfortable with new or unpredictable situations, and may have difficulty adapting to regular changes in goals, tasks, or environment.

Reservedness



Reservedness is the tendency to be anxious and reserved around people one doesn't know well.

Professional Fit:

People high in Reservedness will typically thrive in work that is completed primarily in a solitary environment, and also tend to perform well in environments and situations where modesty, delicacy and compassion are valued.

Potential Risk:

People high in Reservedness tend to have difficulty and be unhappy in positions that require one to consistently interact with new people, particularly in a highly assertive capacity, such as in many sales and administrative roles.

Relationship Orientation



Relationship Orientation is the tendency to value customers, collaborative environments and long-term relationships.

Professional Fit:

People high in Relationship Orientation will typically be happy and perform well in positions that are highly dependent on helping others and building relationships.

Potential Risk:

People high in Relationship Orientation tend to feel frustrated or unmotivated in jobs where helping others and building relationships is not emphasized or critical.

Desire for Recognition



Desire for Recognition is the motivation to look good in front of and win the respect of one's peers.

Professional Fit:

People high in Desire for Recognition will typically thrive in jobs where motivators like prestige and peer recognition are present.

Potential Risk:

People high in Desire for Recognition tend to feel frustrated in task and jobs where their contributions are not clearly visible.

Preference for Pressure



Preference for Pressure is the tendency to thrive in high-pressure work environments and situations.

Professional Fit:

People high in Preference for Pressure will typically be suited for jobs that involve constant demands or urgent deadlines.

Potential Risk:

People high in Preference for Pressure tend to lose motivation, become bored, or have difficulty focusing in low-pressure work environments or situations.

Precision



Precision is the tendency to be controlled, precise and attentive to small details.

Professional Fit:

People high in Precision will typically be suited for jobs that require work to be completed very delicately, accurately, and with few errors.

Potential Risk:

People high in Precision tend to have difficulty being productive in fast-paced environments, and therefore inefficient at tasks that benefit from shortcuts or can allow for minor errors.

Preference for Planning



Preference for Planning is the tendency to make and stick to set plans and structure for one's tasks and goals.

Professional Fit:

People high in Preference for Planning will typically be well-suited for jobs with complicated and time-sensitive deliverables, or which require proactive and careful advance planning of activities and schedules.

Potential Risk:

People high in Preference for Planning tend to have trouble adjusting to changing circumstances and may miss potential opportunities or be perceived by others as unresponsive or uncreative, especially when they are too rigid in the pursuit of specific goals and behaviors.

Public Speaking



Public Speaking is the degree to which someone enjoys and excels at presenting or speaking in front of groups of people.

Professional Fit:

People high in Public Speaking will typically enjoy jobs that require public speaking, presentations to others, or leading conversations.

Potential Risk:

People high in Public Speaking tend to feel bored and unmotivated in jobs where they are required to be in the background, and where they do not have opportunities to present or lead conversations.

Numeric Focus



Numeric Focus is the tendency to think about concepts in terms of specific numbers or patterns of numbers.

Professional Fit:

People with a high Numeric Focus will typically be suited for jobs that often require the use of specific numbers or patterns of numbers.

Potential Risk:

People with a high Numeric Focus tend to have difficulty thinking about concepts that are difficult to quantify, or making decisions when clear numerical information is not readily available.

Neuroticism



Neuroticism is the tendency to be cautious and concerned about possible problems or negative outcomes.

Professional Fit:

People low in Neuroticism will typically be suited for jobs that do not reward extreme cautiousness, and where for example one may be required to take risks without great concern for the potential consequences.

Potential Risk:

People low in Neuroticism tend to make decisions without considering the potential risks and downsides, which can sometimes cause them to underperform in positions where errors are costly.

Mind Wandering



Mind Wandering is the tendency for one's thoughts to move quickly and erratically.

Professional Fit:

People low in Mind Wandering will typically be well-suited for jobs that frequently require deep or prolonged concentration.

Potential Risk:

People low in Mind Wandering tend to find it more challenging to think outside the box and come up with highly creative solutions.

Multitasking



Multitasking is the tendency to pursue multiple goals or complete multiple tasks simultaneously.

Professional Fit:

People high in Multitasking will typically be suited for jobs that require attention to many different goals or tasks, particularly if the job environment involves many distractions or interruptions.

Potential Risk:

People high in Multitasking tend to have difficulty focusing on single specific tasks, or completing tasks that require sustained and undivided attention.

Money Orientation



Money Orientation is the degree to which a person values and feels driven by money.

Professional Fit:

People low in Money Orientation will typically thrive in positions where financial incentives are not at the front and center of their work.

Potential Risk:

People low in Money Orientation tend to be less responsive than others to financial incentives.

Mentorship Orientation



Mentorship Orientation is the tendency to enjoy helping and teaching one's peers and/or subordinates.

Professional Fit:

People high in Mentorship Orientation will typically enjoy jobs that entail coaching, motivating, or grooming others to succeed.

Potential Risk:

People high in Mentorship Orientation tend to feel unmotivated in roles that almost exclusively require solo work or involve individual pressure to succeed and fight for resources with colleagues.

Mastery Orientation



Mastery Orientation is the tendency to be motivated by the desire to continuously learn new things and master skills.

Professional Fit:

People high in Mastery Orientation will typically thrive in jobs that require a great deal of skill or deep expertise, and that involve task variety.

Potential Risk:

People high in Mastery Orientation tend to feel unmotivated in jobs that do not offer many learning and development opportunities, or that require one to regularly improvise and complete tasks without learning to do them properly.

Macro Focus



Macro Focus is the tendency to pay attention more to larger themes and patterns of information than to specific details.

Professional Fit:

People low in Macro Focus will typically be well suited for structured jobs that emphasize simple but precise task completion and attention to specific tasks or details as they are presented to you.

Potential Risk:

People low in Macro Focus tend to overlook, ignore, or forget the themes of larger goals, tasks, or projects which can sometimes interfere with task prioritization and strategic thinking.

Leadership Orientation



Leadership Orientation is one's motivation to influence and direct the activities of individuals and groups.

Professional Fit:

People high in Leadership Orientation will typically be suited for jobs that require interpersonal initiative or leadership.

Potential Risk:

People high in Leadership Orientation tend to be perceived by others as arrogant or disrespectful, particularly when attempts at leadership are perceived as incompetent or illegitimate.

Intuition



Intuition is one's tendency to trust their immediate instincts when faced with a new person, situation, or problem.

Professional Fit:

People high in Intuition will typically be suited for jobs that require high volumes of rapid decision making.

Potential Risk:

People high in Intuition tend to rely heavily on initial instincts which can lead to errors that could have been avoided through more careful consideration.

Work Intensity



Work intensity is the tendency to focus on and prioritize maximizing the amount of work output that one produces.

Professional Fit:

People high in Work Intensity will typically be well-suited for jobs that require difficult work or long hours to succeed.

Potential Risk:

People high in Work Intensity tend to fail to maintain a healthy work-life balance, potentially causing exhaustion and burn out.

Innovation Orientation



Innovation Orientation is the tendency to embrace new ideas, and to search for new ways of achieving goals or solving problems.

Professional Fit:

People high in Innovation Orientation will typically thrive in jobs without firm structure, and jobs which involve new or unique challenges and require a high degree of creativity.

Potential Risk:

People high in Innovation Orientation tend to feel frustrated and unmotivated in rigid work environments and highly-defined jobs, where novel approaches and creativity are not necessary or appreciated.

Individualism



Individualism is the degree to which one believes that people should make their own way in life, and has confidence in one's own ability to do so.

Professional Fit:

People high in individualism will typically thrive in positions where there is a chance to shine competitively and where acting independently and going above and beyond the normal duties is appreciated and rewarded.

Potential Risk:

People high in individualism tend to underperform or feel unmotivated in environments and jobs where teamwork and collaboration is emphasized and opportunities for advancement are scarce.

Impulsivity



Impulsivity is the tendency to seek out excitement and be drawn to immediate rewards.

Professional Fit:

People high in Impulsivity will typically be suited for jobs that are highly stimulating or exciting and which include a variety of tasks and rewards.

Potential Risk:

People high in Impulsivity tend to have difficulty or feel disengaged in pursuing goals or completing tasks that require great patience or do not offer immediate or regular rewards.

Impatience



Impatience is the tendency to want to move things along and to feel irritated when events proceed too slowly.

Professional Fit:

People low in Impatience will typically appear calm and relaxed, with a measured approach that allows them to avoid mistakes or find more creative solutions.

Potential Risk:

People low in Impatience tend to fail to maintain an appropriate pace and sense of urgency when tasks and conversations are extremely critical and time-sensitive.

Immersion



Immersion is the tendency for a person to focus deeply on the task at hand, and tune out other things going on around them.

Professional Fit:

People high in Immersion will typically be suited for jobs and tasks that require deep focus and sustained individual attention.

Potential Risk:

People high in Immersion tend to have difficulty multitasking, and lose track of time or fail to notice important changes in their environment or situation.

Grit



Grit is the tendency to persevere in order to succeed, exerting a continuous and high degree of effort to pursue goals to their completion.

Professional Fit:

People high in Grit will typically thrive in highly challenging jobs, especially those that require long-term efforts and the mastery of extremely demanding situations or skills.

Potential Risk:

People with a high level of Grit tend to miss out on alternative opportunities, have trouble mastering difficult situations in domains they do not find engaging, or fail to maintain a healthy work-life balance.

Admission of Flaws



Admission of Flaws is the degree to which people tend to realize and acknowledge their limitations and admit to others that they are not perfect.

Professional Fit:

People low in Admission of Flaws will typically be good at presenting themselves in a positive light, and will often be at an advantage in jobs where it is essential to make a good first impression.

Potential Risk:

People low in Admission of Flaws tend to be seen as insincere or even hypocritical, especially if their actions don't live up to the idealized impression they present of themselves.

Face Saving



Face Saving is the motivation to avoid errors and other negative outcomes so as not to look bad in front of others.

Professional Fit:

People low in Face Saving will typically be well-suited for jobs where taking risks is valued, even if they don't always pay off, and where small errors and failures are rarely seen as a big deal.

Potential Risk:

People low in Face Saving tend to be careless and underperform in situations where small errors are costly and consistent performance is critical.

Extroversion



Extroversion is the tendency to be active and outgoing in social situations.

Professional Fit:

People high in Extroversion will typically be happy in jobs and environments that involve a lot of social interaction.

Potential Risk:

People high in Extroversion tend to be less happy in environments that don't involve much social stimulation, and may be easily distracted from tasks that require solitary thought.

Emotional Regulation



Emotional Regulation is the tendency to manage one's behavior and environment, to help positively guide the emotional states of those around you, and to make oneself and others feel comfortable.

Professional Fit:

People high in Emotional Regulation will typically thrive in jobs involving conflict resolution, managing complex relationships, and creating safe environments that put others at ease.

Potential Risk:

People high in Emotional Regulation tend to be preoccupied with managing and adjusting for others' emotions and may neglect to manage other critical aspects of the work environment or can get distracted from other tasks at hand.

Internal Awareness



Internal Awareness is the tendency to pay close attention to one's own emotions and feelings, and to focus on internal mood changes.

Professional Fit:

People high in Internal Awareness will typically thrive in jobs where they feel a degree of control over their work environment, and may perform well in taxing jobs if they are able to not only recognize but also regulate their emotions.

Potential Risk:

People high in Internal Awareness tend to sometimes be perceived by others as overly needy or sensitive.

External Awareness



External Awareness is the tendency to pay close attention to others' emotions and feelings through external cues.

Professional Fit:

People high in External Awareness will typically thrive in environments that require empathy or diplomacy, and that allow time and space for emotional processing.

Potential Risk:

People high in External Awareness tend to overemphasize the importance of small emotional signals, which may interfere with their work or cause them to be seen as overly sensitive by others.

Efficiency



Efficiency is the tendency to act quickly and decisively.

Professional Fit:

People high in Efficiency will typically be well-suited for jobs that involve a heavy workload or tasks that must be completed with urgency.

Potential Risk:

People high in Efficiency tend to take actions without thinking them through completely, potentially leading to errors and misjudgments.

Daring



Daring is the tendency to actively take initiative and defend one's own way of doing things.

Professional Fit:

People high in Daring often thrive in relatively unstructured and high-stakes environments where one must be willing to act autonomously.

Potential Risk:

People high in Daring tend to struggle in more structured, static work environments that emphasize consensus building and have clearly established processes and procedures.

Preference for Control



Preference for Control is the tendency to enjoy taking the lead in tasks and conversations, and maintaining control of situations as they unfold.

Professional Fit:

People high in Preference for Control will typically perform better and be happier in jobs that involve active problem solving or persuasion and in organizations that value those who act authoritatively and take initiative.

Potential Risk:

People high in Preference for Control tend to come off as somewhat pushy or bossy, and can have trouble sharing responsibilities in collaborative environments.

Self-Confidence



Self-Confidence is the tendency to perceive oneself as generally competent and to expect positive outcomes in the future.

Professional Fit:

People high in Self-Confidence will typically be suited for jobs that require positive attitude, persistence, or autonomy.

Potential Risk:

People high in Self-Confidence tend to fail to notice their own limitations or seek out help when it is needed, which sometimes leads them to be perceived as arrogant by others.

Confidence in Others



Confidence in Others is the tendency to believe that other people have good intentions and are dependable.

Professional Fit:

People high in Confidence in Others will typically be suited for jobs in organizations with high-quality collaborators, and where one must show trust in colleagues or direct reports without a lot of direct oversight.

Potential Risk:

People high in Confidence in Others tend to be more easily deceived or perceived by others as naïve, and may fail to catch errors due to having too much faith in others' work product.

Concern for Others



Concern for Others is the tendency to consider others' feelings and take their emotions and constraints into account.

Professional Fit:

People with a moderate level of Concern for Others may sometimes be well-suited for jobs that require empathy and a great deal of active collaboration and teamwork.

Potential Risk:

People with a moderate level of Concern for Others may occasionally be more easily pushed around as they can sometimes be reluctant to criticize others or put their own interests first for fear of hurting someone else in the process.

Competitiveness



Competitiveness is the motivation to outperform one's peers.

Professional Fit:

People high in Competitiveness will typically be well-suited for jobs where performance is highly individual, measurable and visible.

Potential Risk:

People high in Competitiveness tend to struggle in highly collaborative environments, and may be perceived by others as conceited or selfish.

Social Comparison



Social Comparison is the tendency to focus on triumphing over others by looking better, smarter, or more hard-working.

Professional Fit:

People with a moderate level of Social Comparison may sometimes enjoy highly competitive work environments that reward and promote based on relative merit, and thrive in jobs where the appearance of dominance is critical to success.

Potential Risk:

People with a moderate level of Social Comparison can sometimes dislike more collaborative work environments that value careful consideration of others and where the appearance of being a team player is critical to success.

Assertiveness



Assertiveness is the tendency to express opinions or beliefs, even when they oppose the opinions or beliefs of others.

Professional Fit:

People high in Assertiveness will typically be suited for jobs that require debating, negotiation, and troubleshooting problems in fast-paced environments.

Potential Risk:

People high in Assertiveness tend to be perceived by others as stubborn or unlikable.

Ambition



Ambition is the tendency to value and prioritize excellence and success, focusing on goals related to status or personal achievement.

Professional Fit:

People with a moderate level of Ambition may sometimes be suited for jobs that come with a great deal of recognition and advancement.

Potential Risk:

People with a moderate level of Ambition can sometimes lack the motivation to excel or advance their standing, even when doing so might be beneficial.

Adaptive Communication



Adaptive Communication is the tendency to vary one's style of communication for different purposes or when speaking with different people.

Professional Fit:

People high in Adaptive Communication will typically be comfortable changing up their communication styles or using strategies such as flattery, in order to benefit them or their company.

Potential Risk:

People high in Adaptive Communication tend to be seen as inconsistent or disingenuous in their interactions.

Abstract Thinking



Abstract Thinking is the tendency to recognize or infer patterns and understand abstract ideas quickly and easily.

Professional Fit:

People with a moderate level of Abstract Thinking may thrive in jobs that sometimes require creativity, imagination, intellectualism, or abstraction.

Potential Risk:

People with a moderate level of Abstract Thinking can sometimes be bored by tasks they see as menial or uncreative and can sometimes struggle to focus on the day-to-day and more practical details or some jobs.
