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'\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

' variable declaration

Dim GPPRaw(170) 'holds 170 raw answers from user input

Dim kHolder, arrTmp 'utility

Dim kType 'holds global type

Dim Escores 'comma delimited string of all top bar facet scores(for database)

Dim Iscores 'comma delimited string of all bottom bar facet scores

Dim FacetDescriptor(40) 'contains verbiage for facets

Dim CoachDescriptor(40) 'contains verbiage for traits

Dim Facet(3, 40) ' facet info as below:

' dimension 1:

' 1 = total facet points, 2 = % score, 3 = facet name

' dimension 2:

' numeric representation of facet, 1 - 40

' 1 = Talkative 2 = Quiet

' 3 = Socially Bold 4 = Reserved

' 5 = Outgoing 6 = Intimate

' 7 = Participative 8 = Reflective

' 9 = Concrete 10 = Abstract

' 11 = Practical 12 = Innovative

' 13 = Conventional 14 = Visionary

' 15 = Traditional 16 = Trendsetting

' 17 = Rational 18 = Empathetic

' 19 = Autonomous 20 = Compassionate

' 21 = Analytic 22 = Warm

' 23 = Competitive 24 = Nurturing

' 25 = Planned 26 = Openended

' 27 = Reliable 28 = Casual

' 29 = Deliberate 30 = Spontaneous

' 31 = Conforming 32 = Nonconforming

' 33 = Concerned 34 = Optomistic

' 35 = Unsure 36 = Confident

' 37 = Unsettled 38 = Resilient

' 39 = Unconstrained 40 = Regulated

Dim arrType(11, 4) 'global type info...

' dim1 - E, I, S, N, F, T, Z, A, Tense, Calm, Type

' dim2 - letter, spelled, score, %

Dim arrCentTrait(2, 40) 'used for sorting facet array for cardinal/central traits

' dim1 - 1=facet percentage score, 2=facet() array reference number

' dim2 - each facet

'\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

' out of patterns booleans

Dim bOOPE, bOOPI, bOOPS, bOOPN, bOOPT, bOOPF, bOOPA, bOOPZ, bOOPTn, bOOPCa

' used for bar colors

' set defaults to no OOP...

bOOPE = false: bOOPN = false: bOOPT = false: bOOPZ = false: bOOPCa = false

bOOPI = false: bOOPS = false: bOOPF = false: bOOPA = false: bOOPTn = false

'\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

' set up static variables...

Call Setup

'\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

' facet scoring

Escores = "" 'top bar facet scores

Iscores = "" 'bottom bar facet scores

' E/I

' 1 = Talkative 2 = Quiet

Call FacetMath(GPPRaw(1) - 4, 1, 2)

Call FacetMath(GPPRaw(28) - 4, 2, 1)

Call FacetMath(GPPRaw(134) - 4, 2, 1)

Call FacetMath(GPPRaw(136) - 4, 2, 1)

Call FacetMath(GPPRaw(137) - 4, 1, 2)

Call FacetMath(GPPRaw(143) - 4, 2, 1)

Call FacetMath(GPPRaw(159) - 4, 1, 2)

Facet(2, 1) = Round((Facet(1, 1) / 21) \* 100)

Facet(2, 2) = Round((Facet(1, 2) / 21) \* 100)

Escores = CStr(Facet(2,1))

Iscores = CStr(Facet(2,2))

Facet(3, 1) = "Talkative"

Facet(3, 2) = "Quiet"

' 3 = Socially Bold 4 = Reserved

Call FacetMath(GPPRaw(14) - 4, 3, 4)

Call FacetMath(GPPRaw(24) - 4, 4, 3)

Call FacetMath(GPPRaw(33) - 4, 3, 4)

Call FacetMath(GPPRaw(47) - 4, 3, 4)

Call FacetMath(GPPRaw(167) - 4, 4, 3)

Call FacetMath(GPPRaw(170) - 4, 3, 4)

Facet(2, 3) = Round((Facet(1, 3) / 18) \* 100) 'new scoring; changed 24 to 18

Facet(2, 4) = Round((Facet(1, 4) / 18) \* 100)

Escores = Escores & "," & CStr(Facet(2,3))

Iscores = Iscores & "," & CStr(Facet(2,4))

Facet(3, 3) = "Socially Bold"

Facet(3, 4) = "Reserved"

' 5 = Outgoing 6 = Intimate

Call FacetMath(GPPRaw(6) - 4, 5, 6)

Call FacetMath(GPPRaw(44) - 4, 6, 5)

Call FacetMath(GPPRaw(57) - 4, 5, 6)

Call FacetMath(GPPRaw(66) - 4, 6, 5)

Call FacetMath(GPPRaw(79) - 4, 5, 6) ' 75B

Call FacetMath(GPPRaw(89) - 4, 5, 6) ' 77D 'added new scoring

Call FacetMath(GPPRaw(102) - 4, 6, 5) ' 81A added new scoring

Call FacetMath(GPPRaw(103) - 4, 6, 5) ' 81B added new scoring

Call FacetMath(GPPRaw(104) - 4, 5, 6) ' 81C added new scoring

Call FacetMath(GPPRaw(105) - 4, 5, 6) ' 81D 'new scoring changed from normal scoring to reverse

Facet(2, 5) = Round((Facet(1, 5) / 30) \* 100) 'new scoring changed 21 to 30

Facet(2, 6) = Round((Facet(1, 6) / 30) \* 100)

Escores = Escores & "," & CStr(Facet(2,5))

Iscores = Iscores & "," & CStr(Facet(2,6))

Facet(3, 5) = "Outgoing"

Facet(3, 6) = "Intimate"

' 7 = Participative 8 = Reflective

Call FacetMath(GPPRaw(3) - 4, 7, 8)

Call FacetMath(GPPRaw(15) - 4, 7, 8)

Call FacetMath(GPPRaw(21) - 4, 8, 7)

Call FacetMath(GPPRaw(41) - 4, 8, 7)

Call FacetMath(GPPRaw(46) - 4, 8, 7)

Call FacetMath(GPPRaw(153) - 4, 8, 7)

Call FacetMath(GPPRaw(165) - 4, 8, 7)

Facet(2, 7) = Round((Facet(1, 7) / 21) \* 100)

Facet(2, 8) = Round((Facet(1, 8) / 21) \* 100)

Escores = Escores & "," & CStr(Facet(2,7))

Iscores = Iscores & "," & CStr(Facet(2,8))

Facet(3, 7) = "Participative"

Facet(3, 8) = "Reflective"

' S/N

' 9 = Concrete 10 = Abstract

Call FacetMath(GPPRaw(2) - 4, 9, 10)

Call FacetMath(GPPRaw(9) - 4, 10, 9)

Call FacetMath(GPPRaw(29) - 4, 10, 9)

Call FacetMath(GPPRaw(48) - 4, 9, 10)

Call FacetMath(GPPRaw(53) - 4, 9, 10)

Call FacetMath(GPPRaw(140) - 4, 9, 10)

Call FacetMath(GPPRaw(142) - 4, 9, 10)

Call FacetMath(GPPRaw(149) - 4, 10, 9)

Call FacetMath(GPPRaw(157) - 4, 10, 9)

Call FacetMath(GPPRaw(162) - 4, 10, 9)

Facet(2, 9) = Round((Facet(1, 9) / 30) \* 100)

Facet(2, 10) = Round((Facet(1, 10) / 30) \* 100)

Escores = Escores & "," & CStr(Facet(2,9))

Iscores = Iscores & "," & CStr(Facet(2,10))

Facet(3, 9) = "Concrete"

Facet(3, 10) = "Abstract"

' 11 = Practical 12 = Innovative

Call FacetMath(GPPRaw(39) - 4, 12, 11)

c = GPPRaw(87) ' 77B

If c = 1 Or c = 7 Then c = c + 1

If c = 4 Or c = 5 Then c = c - 1

Call FacetMath(c - 5, 12, 11)

c = GPPRaw(96) ' 79C

If c = 1 Or c = 7 Then c = c + 1

If c = 4 Or c = 5 Then c = c - 1

Call FacetMath(c - 5, 12, 11)

c = GPPRaw(99) ' 80B

If c = 1 Or c = 7 Then c = c + 1

If c = 4 Or c = 5 Then c = c - 1

Call FacetMath(c - 5, 12, 11)

c = GPPRaw(128) ' 87C

If c = 1 Or c = 7 Then c = c + 1

If c = 4 Or c = 5 Then c = c - 1

Call FacetMath(c - 5, 12, 11)

c = GPPRaw(129) ' 87D

If c = 1 Or c = 7 Then c = c + 1

If c = 4 Or c = 5 Then c = c - 1

Call FacetMath(c - 5, 12, 11)

c = GPPRaw(131) ' 88B

If c = 1 Or c = 7 Then c = c + 1

If c = 4 Or c = 5 Then c = c - 1

Call FacetMath(c - 5, 12, 11)

c = GPPRaw(132) ' 88C

If c = 1 Or c = 7 Then c = c + 1

If c = 4 Or c = 5 Then c = c - 1

Call FacetMath(c - 5, 12, 11)

Facet(2, 11) = Round((Facet(1, 11) / 24) \* 100)

Facet(2, 12) = Round((Facet(1, 12) / 24) \* 100)

Escores = Escores & "," & CStr(Facet(2, 11))

Iscores = Iscores & "," & CStr(Facet(2, 12))

Facet(3, 11) = "Practical"

Facet(3, 12) = "Innovative"

' 13 = Conventional 14 = Visionary

Call FacetMath(GPPRaw(5) - 4, 14, 13)

Call FacetMath(GPPRaw(26) - 4, 14, 13)

Call FacetMath(GPPRaw(72) - 4, 13, 14)

Call FacetMath(GPPRaw(147) - 4, 14, 13)

Call FacetMath(GPPRaw(161) - 4, 13, 14)

Call FacetMath(GPPRaw(166) - 4, 14, 13)

c = GPPRaw(107) ' 82B

If c = 1 Or c = 7 Then c = c + 1

If c = 4 Or c = 5 Then c = c - 1

Call FacetMath(c - 5, 14, 13)

Facet(2, 13) = Round((Facet(1, 13) / 21) \* 100)

Facet(2, 14) = Round((Facet(1, 14) / 21) \* 100)

Escores = Escores & "," & CStr(Facet(2, 13))

Iscores = Iscores & "," & CStr(Facet(2, 14))

Facet(3, 13) = "Conventional"

Facet(3, 14) = "Visionary"

' 15 = Traditional 16 = Trendsetting

Call FacetMath(GPPRaw(30) - 4, 16, 15)

Call FacetMath(GPPRaw(63) - 4, 15, 16)

Call FacetMath(GPPRaw(74) - 4, 16, 15) ' 74A added new scoring

Call FacetMath(GPPRaw(78) - 4, 16, 15) ' 75A added new scoring

c = GPPRaw(80) ' 75C

If c = 1 Or c = 7 Then c = c + 1

If c = 4 Or c = 5 Then c = c - 1

Call FacetMath(c - 5, 16, 15)

Call FacetMath(GPPRaw(81) - 4, 15, 16) ' 75D 'added new scoring

Call FacetMath(GPPRaw(83) - 4, 15, 16) ' 76B 'added new scoring

c = GPPRaw(84) ' 76C

If c = 1 Or c = 7 Then c = c + 1

If c = 4 Or c = 5 Then c = c - 1

Call FacetMath(c - 5, 16, 15)

c = GPPRaw(85) ' 76D

If c = 1 Or c = 7 Then c = c + 1

If c = 4 Or c = 5 Then c = c - 1

Call FacetMath(c - 5, 16, 15)

Facet(2, 15) = Round((Facet(1, 15) / 27) \* 100) 'new scoring changed 15 to 27

Facet(2, 16) = Round((Facet(1, 16) / 27) \* 100)

Escores = Escores & "," & CStr(Facet(2, 15))

Iscores = Iscores & "," & CStr(Facet(2, 16))

Facet(3, 15) = "Traditional"

Facet(3, 16) = "Trendsetting"

' T/F

' 17 = Rational 18 = Empathetic

Call FacetMath(GPPRaw(13) - 4, 17, 18)

Call FacetMath(GPPRaw(38) - 4, 17, 18)

Call FacetMath(GPPRaw(40) - 4, 17, 18)

Call FacetMath(GPPRaw(45) - 4, 18, 17)

Call FacetMath(GPPRaw(49) - 4, 18, 17)

Call FacetMath(GPPRaw(54) - 4, 17, 18)

Call FacetMath(GPPRaw(135) - 4, 18, 17)

Call FacetMath(GPPRaw(154) - 4, 17, 18)

Facet(2, 17) = Round((Facet(1, 17) / 24) \* 100)

Facet(2, 18) = Round((Facet(1, 18) / 24) \* 100)

Escores = Escores & "," & CStr(Facet(2, 17))

Iscores = Iscores & "," & CStr(Facet(2, 18))

Facet(3, 17) = "Rational"

Facet(3, 18) = "Empathetic"

' 19 = Autonomous 20 = Compassionate

Call FacetMath(GPPRaw(59) - 4, 20, 19)

c = GPPRaw(77) ' 74D

If c = 1 Or c = 7 Then c = c + 1

If c = 4 Or c = 5 Then c = c - 1

Call FacetMath(c - 5, 20, 19)

c = GPPRaw(88) ' 77C

If c = 1 Or c = 7 Then c = c + 1

If c = 4 Or c = 5 Then c = c - 1

Call FacetMath(c - 5, 20, 19)

c = GPPRaw(94) ' 79A

If c = 1 Or c = 7 Then c = c + 1

If c = 4 Or c = 5 Then c = c - 1

Call FacetMath(c - 5, 20, 19)

c = GPPRaw(98) ' 80A

If c = 1 Or c = 7 Then c = c + 1

If c = 4 Or c = 5 Then c = c - 1

Call FacetMath(c - 5, 20, 19)

c = GPPRaw(127) ' 87B

If c = 1 Or c = 7 Then c = c + 1

If c = 4 Or c = 5 Then c = c - 1

Call FacetMath(c - 5, 20, 19)

Facet(2, 19) = Round((Facet(1, 19) / 18) \* 100) 'new scoring changed 21 to 18

Facet(2, 20) = Round((Facet(1, 20) / 18) \* 100)

Escores = Escores & "," & CStr(Facet(2, 19))

Iscores = Iscores & "," & CStr(Facet(2, 20))

Facet(3, 19) = "Autonomous"

Facet(3, 20) = "Compassionate"

' 21 = Analytic 22 = Warm

Call FacetMath(GPPRaw(11) - 4, 22, 21)

Call FacetMath(GPPRaw(58) - 4, 22, 21)

c = GPPRaw(76) ' 74C

If c = 7 Or c < 4 Then c = c - 1

Call FacetMath(c - 3, 21, 22)

c = GPPRaw(106) ' 82A

If c = 7 Or c < 4 Then c = c - 1

Call FacetMath(c - 3, 21, 22)

Call FacetMath(GPPRaw(138) - 4, 21, 22)

Call FacetMath(GPPRaw(144) - 4, 21, 22)

Call FacetMath(GPPRaw(152) - 4, 22, 21)

Facet(2, 21) = Round((Facet(1, 21) / 21) \* 100) 'new scoring changed 24 to 21

Facet(2, 22) = Round((Facet(1, 22) / 21) \* 100)

Escores = Escores & "," & CStr(Facet(2, 21))

Iscores = Iscores & "," & CStr(Facet(2, 22))

Facet(3, 21) = "Analytic"

Facet(3, 22) = "Warm"

' 23 = Competitive 24 = Nurturing

Call FacetMath(GPPRaw(8) - 4, 24, 23)

Call FacetMath(GPPRaw(19) - 4, 24, 23)

Call FacetMath(GPPRaw(34) - 4, 24, 23)

Call FacetMath(GPPRaw(67) - 4, 23, 24)

Call FacetMath(GPPRaw(133) - 4, 24, 23) '88D 'added new scoring

Call FacetMath(GPPRaw(148) - 4, 23, 24)

Call FacetMath(GPPRaw(150) - 4, 23, 24)

Call FacetMath(GPPRaw(155) - 4, 23, 24)

Call FacetMath(GPPRaw(168) - 4, 23, 24)

Facet(2, 23) = Round((Facet(1, 23) / 27) \* 100) 'new scoring changed 24 to 27

Facet(2, 24) = Round((Facet(1, 24) / 27) \* 100)

Escores = Escores & "," & CStr(Facet(2, 23))

Iscores = Iscores & "," & CStr(Facet(2, 24))

Facet(3, 23) = "Competitive"

Facet(3, 24) = "Nurturing"

' Z/A

' 25 = Planned 26 = Openended

Call FacetMath(GPPRaw(7) - 4, 26, 25)

Call FacetMath(GPPRaw(20) - 4, 25, 26)

Call FacetMath(GPPRaw(27) - 4, 26, 25)

Call FacetMath(GPPRaw(31) - 4, 25, 26)

Call FacetMath(GPPRaw(42) - 4, 26, 25)

Call FacetMath(GPPRaw(50) - 4, 26, 25)

Call FacetMath(GPPRaw(61) - 4, 26, 25)

Call FacetMath(GPPRaw(65) - 4, 25, 26)

Call FacetMath(GPPRaw(151) - 4, 26, 25)

Facet(2, 25) = Round((Facet(1, 25) / 27) \* 100)

Facet(2, 26) = Round((Facet(1, 26) / 27) \* 100)

Escores = Escores & "," & CStr(Facet(2, 25))

Iscores = Iscores & "," & CStr(Facet(2, 26))

Facet(3, 25) = "Planned"

Facet(3, 26) = "Openended"

' 27 = Reliable 28 = Casual

Call FacetMath(GPPRaw(10) - 4, 27, 28)

Call FacetMath(GPPRaw(12) - 4, 28, 27)

Call FacetMath(GPPRaw(43) - 4, 28, 27)

Call FacetMath(GPPRaw(60) - 4, 27, 28)

Call FacetMath(GPPRaw(68) - 4, 28, 27)

Call FacetMath(GPPRaw(71) - 4, 27, 28)

Call FacetMath(GPPRaw(141) - 4, 27, 28)

Call FacetMath(GPPRaw(164) - 4, 27, 28)

c = GPPRaw(86) ' 77A

If c = 1 Or c = 7 Then c = c + 1

If c = 4 Or c = 5 Then c = c - 1

Call FacetMath(c - 5, 27, 28)

c = GPPRaw(95) ' 79B

If c = 1 Or c = 7 Then c = c + 1

If c = 4 Or c = 5 Then c = c - 1

Call FacetMath(c - 5, 27, 28)

c = GPPRaw(100) ' 80C

If c = 1 Or c = 7 Then c = c + 1

If c = 4 Or c = 5 Then c = c - 1

Call FacetMath(c - 5, 27, 28)

c = GPPRaw(108) ' 82C

If c = 1 Or c = 7 Then c = c + 1

If c = 4 Or c = 5 Then c = c - 1

Call FacetMath(c - 5, 27, 28)

Facet(2, 27) = Round((Facet(1, 27) / 36) \* 100)

Facet(2, 28) = Round((Facet(1, 28) / 36) \* 100)

Escores = Escores & "," & CStr(Facet(2, 27))

Iscores = Iscores & "," & CStr(Facet(2, 28))

Facet(3, 27) = "Reliable"

Facet(3, 28) = "Casual"

' 29 = Deliberate 30 = Spontaneous

Call FacetMath(GPPRaw(4) - 4, 29, 30)

Call FacetMath(GPPRaw(55) - 4, 30, 29)

Call FacetMath(GPPRaw(73) - 4, 29, 30)

Call FacetMath(GPPRaw(109) - 4, 30, 29) ' 82D

Call FacetMath(GPPRaw(139) - 4, 30, 29)

Call FacetMath(GPPRaw(145) - 4, 29, 30)

Call FacetMath(GPPRaw(146) - 4, 29, 30)

Call FacetMath(GPPRaw(156) - 4, 29, 30)

Call FacetMath(GPPRaw(158) - 4, 30, 29)

Facet(2, 29) = Round((Facet(1, 29) / 27) \* 100)

Facet(2, 30) = Round((Facet(1, 30) / 27) \* 100)

Escores = Escores & "," & CStr(Facet(2, 29))

Iscores = Iscores & "," & CStr(Facet(2, 30))

Facet(3, 29) = "Deliberate"

Facet(3, 30) = "Spontaneous"

' 31 = Conforming 32 = Nonconforming

Call FacetMath(GPPRaw(64) - 4, 31, 32)

c = GPPRaw(75) '74B

If c > 1 And c < 5 Then c = c - 1

Call FacetMath(c - 4, 31, 32)

c = GPPRaw(82) '76A

If c > 1 And c < 5 Then c = c - 1

Call FacetMath(c - 4, 31, 32)

c = GPPRaw(97) '79D

If c > 1 And c < 5 Then c = c - 1

Call FacetMath(c - 4, 31, 32)

c = GPPRaw(126) '87A

If c > 1 And c < 5 Then c = c - 1

Call FacetMath(c - 4, 31, 32)

c = GPPRaw(130) '88A

If c > 1 And c < 5 Then c = c - 1

Call FacetMath(c - 4, 31, 32)

Facet(2, 31) = Round((Facet(1, 31) / 18) \* 100)

Facet(2, 32) = Round((Facet(1, 32) / 18) \* 100)

Escores = Escores & "," & CStr(Facet(2, 31))

Iscores = Iscores & "," & CStr(Facet(2, 32))

Facet(3, 31) = "Conforming"

Facet(3, 32) = "Nonconforming"

' Tense/Calm

' 33 = Concerned 34 = Optimistic

Call FacetMath(GPPRaw(16) - 4, 34, 33)

Call FacetMath(GPPRaw(17) - 4, 33, 34)

Call FacetMath(GPPRaw(18) - 4, 33, 34)

Call FacetMath(GPPRaw(32) - 4, 33, 34)

Call FacetMath(GPPRaw(35) - 4, 34, 33)

Call FacetMath(GPPRaw(51) - 4, 34, 33)

Call FacetMath(GPPRaw(69) - 4, 34, 33)

Call FacetMath(GPPRaw(101) - 4, 34, 33) ' 80D 'new scoring added

Facet(2, 33) = Round((Facet(1, 33) / 24) \* 100) 'new scoring changed 21 to 24

Facet(2, 34) = Round((Facet(1, 34) / 24) \* 100)

Iscores = Iscores & "," & CStr(Facet(2, 33))

Escores = Escores & "," & CStr(Facet(2, 34))

Facet(3, 33) = "Concerned"

Facet(3, 34) = "Optimistic"

' 35 = Unsure 36 = Confident

Call FacetMath(GPPRaw(23) - 4, 36, 35)

Call FacetMath(GPPRaw(25) - 4, 35, 36)

Call FacetMath(GPPRaw(36) - 4, 35, 36)

Call FacetMath(GPPRaw(52) - 4, 36, 35)

Call FacetMath(GPPRaw(56) - 4, 35, 36)

Call FacetMath(GPPRaw(62) - 4, 36, 35)

Call FacetMath(GPPRaw(70) - 4, 35, 36)

Call FacetMath(GPPRaw(160) - 4, 35, 36)

Call FacetMath(GPPRaw(169) - 4, 35, 36)

Facet(2, 35) = Round((Facet(1, 35) / 27) \* 100)

Facet(2, 36) = Round((Facet(1, 36) / 27) \* 100)

Iscores = Iscores & "," & CStr(Facet(2, 35))

Escores = Escores & "," & CStr(Facet(2, 36))

Facet(3, 35) = "Unsure"

Facet(3, 36) = "Confident"

' 37 = Unsettled 38 = Resilient 'new scoring added this entire facet

Call FacetMath(GPPRaw(22) - 4, 37, 38) 'john reversed the scoring 3/20/17

Call FacetMath(GPPRaw(90) - 4, 37, 38) '78A

Call FacetMath(GPPRaw(93) - 4, 38, 37) '78D

Call FacetMath(GPPRaw(110) - 4, 37, 38) '83A

Call FacetMath(GPPRaw(113) - 4, 38, 37) '83D

Call FacetMath(GPPRaw(114) - 4, 37, 38) '84A

Call FacetMath(GPPRaw(117) - 4, 38, 37) '84D

Call FacetMath(GPPRaw(118) - 4, 37, 38) '85A 'john reversed the scoring 3/20/17

Call FacetMath(GPPRaw(121) - 4, 38, 37) '85D 'john reversed the scoring 3/20/17

Call FacetMath(GPPRaw(123) - 4, 37, 38) '86B

Call FacetMath(GPPRaw(125) - 4, 38, 37) '86D

Call FacetMath(GPPRaw(163) - 4, 37, 38) '118

Facet(2, 37) = Round((Facet(1, 37) / 36) \* 100)

Facet(2, 38) = Round((Facet(1, 38) / 36) \* 100)

Iscores = Iscores & "," & CStr(Facet(2, 37))

Escores = Escores & "," & CStr(Facet(2, 38))

Facet(3, 37) = "Unsettled"

Facet(3, 38) = "Resilient"

' 39 = Unconstrained 40 = Regulated

Call FacetMath(GPPRaw(37) - 4, 40, 39) 'john reversed the scoring 3/20/17

Call FacetMath(GPPRaw(91) - 4, 40, 39) ' 78B 'john reversed the scoring 3/20/17

Call FacetMath(GPPRaw(92) - 4, 40, 39) ' 78C 'john reversed the scoring 3/20/17

Call FacetMath(GPPRaw(111) - 4, 40, 39) ' 83B

Call FacetMath(GPPRaw(112) - 4, 40, 39) ' 83C 'john reversed the scoring 3/20/17

Call FacetMath(GPPRaw(115) - 4, 40, 39) ' 84B

Call FacetMath(GPPRaw(116) - 4, 39, 40) ' 84C

Call FacetMath(GPPRaw(119) - 4, 40, 39) ' 85B 'john reversed the scoring 3/20/17

Call FacetMath(GPPRaw(120) - 4, 40, 39) ' 85C

Call FacetMath(GPPRaw(122) - 4, 40, 39) ' 86A

Call FacetMath(GPPRaw(124) - 4, 40, 39) ' 86C

Facet(2, 39) = Round((Facet(1, 39) / 33) \* 100)

Facet(2, 40) = Round((Facet(1, 40) / 33) \* 100)

Iscores = Iscores & "," & CStr(Facet(2, 39))

Escores = Escores & "," & CStr(Facet(2, 40))

Facet(3, 39) = "Unconstrained"

Facet(3, 40) = "Regulated"

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' global score module

' (uses facet scores to determine global scores)

'reference - arrType(11, 4)

' dim1 - E, I, S, N, F, T, Z, A, Tense, Calm, Type(spelled out)

' dim2 - letter, spelled, score, %

' Calculate points for Extravert

arrType(1,3) = Facet(1,1) + Facet(1,3) + Facet(1,5) + Facet(1,7)

arrType(1,4) = Round((arrType(1,3) / 90) \* 100)

' Calculate points for Introvert

arrType(2,3) = Facet(1,2) + Facet(1,4) + Facet(1,6) + Facet(1,8)

arrType(2,4) = Round((arrType(2,3) / 90) \* 100)

' Calculate points for Sensing

arrType(3,3) = Facet(1,9) + Facet(1,11) + Facet(1,13) + Facet(1,15)

arrType(3,4) = Round((arrType(3,3) / 102) \* 100)

' Calculate points for Intuiting

arrType(4,3) = Facet(1,10) + Facet(1,12) + Facet(1,14) + Facet(1,16)

arrType(4,4) = Round((arrType(4,3) / 102) \* 100)

' Calculate points for Thinking

arrType(5,3) = Facet(1,17) + Facet(1,19) + Facet(1,21) + Facet(1,23)

arrType(5,4) = Round((arrType(5,3) / 90) \* 100)

' Calculate points for Feeling

arrType(6,3) = Facet(1,18) + Facet(1,20) + Facet(1,22) + Facet(1,24)

arrType(6,4) = Round((arrType(6,3) / 90) \* 100)

' Calculate points for Organizing

arrType(7,3) = Facet(1,25) + Facet(1,27) + Facet(1,29) + Facet(1,31)

arrType(7,4) = Round((arrType(7,3) / 108) \* 100)

' Calculate points for Adapting

arrType(8,3) = Facet(1,26) + Facet(1,28) + Facet(1,30) + Facet(1,32)

arrType(8,4) = Round((arrType(8,3) / 108) \* 100)

' Calculate points for TENSE

arrType(9,3) = Facet(1,33) + Facet(1,35) + Facet(1,37) + Facet(1,39)

arrType(9,4) = Round((arrType(9,3) / 120) \* 100)

' Calculate points for CALM

arrType(10,3) = Facet(1,34) + Facet(1,36) + Facet(1,38) + Facet(1,40)

arrType(10,4) = Round((arrType(10,3) / 120) \* 100)

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' global type module

' (uses global scores to determine global type)

' (uses facet scores to evaluate for out of pattern type)

' reference: arrType(11, 4)

' dim1 - E, I, S, N, F, T, Z, A, Tense, Calm, Type(spelled out type)

' dim2 - letter, spelled, score, %

' Determine type

Dim tmpType 'tmpType holds initially determined type

Dim tmpStress 'tmpStress holds initially determined stress

If arrType(1,3) > arrType(2,3) Then 'initially E

kType = arrType(1,1) 'hold the reported type

tmpType = arrType(1,1) 'hold the initial type

arrType(11,1) = arrType(1,2) 'hold the reported type whole word

' evaluate for out of pattern...

c = 0

If BarOOP(2) = true then c = c + 1 ‘call BarOOP function

If BarOOP(4) = true then c = c + 1

If BarOOP(6) = true then c = c + 1

If BarOOP(8) = true then c = c + 1

If c > 2 then

kType = arrType(2,1) ' revised E to I

arrType(11,1) = arrType(2,2)

bOOPI = true

End If

Else ' initially I

kType = arrType(2,1)

tmpType = arrType(2,1)

arrType(11,1) = arrType(2,2)

c = 0

If BarOOP(2) = true then c = c + 1

If BarOOP(4) = true then c = c + 1

If BarOOP(6) = true then c = c + 1

If BarOOP(8) = true then c = c + 1

If c > 2 then

kType = arrType(1,1) ' revised I to E

arrType(11,1) = arrType(1,2)

bOOPE = true

End If

End If

If arrType(3,3) > arrType(4,3) Then 'initially S

tmpType = tmpType & arrType(3,1)

arrType(11,2) = arrType(3,2)

c = 0

If BarOOP(10) = true then c = c + 1

If BarOOP(12) = true then c = c + 1

If BarOOP(14) = true then c = c + 1

If BarOOP(16) = true then c = c + 1

If c > 2 then

kType = kType & arrType(4,1) ' revised S to N

arrType(11,2) = arrType(4,2)

bOOPN = true

Else

kType = kType & arrType(3,1)

End If

Else ' initially N

tmpType = tmpType & arrType(4,1)

arrType(11,2) = arrType(4,2)

c = 0

If BarOOP(10) = true then c = c + 1

If BarOOP(12) = true then c = c + 1

If BarOOP(14) = true then c = c + 1

If BarOOP(16) = true then c = c + 1

If c > 2 then

kType = kType & arrType(3,1) ' revised N to S

arrType(11,2) = arrType(3,2)

bOOPS = true

Else

kType = kType & arrType(4,1)

End If

End If

If arrType(5,3) > arrType(6,3) Then ' initially T

tmpType = tmpType & arrType(5,1)

arrType(11,3) = arrType(5,2)

c = 0

If BarOOP(18) = true then c = c + 1

If BarOOP(20) = true then c = c + 1

If BarOOP(22) = true then c = c + 1

If BarOOP(24) = true then c = c + 1

If c > 2 then

kType = kType & arrType(6,1) ' revised T to F

arrType(11,3) = arrType(6,2)

bOOPF = true

Else

kType = kType & arrType(5,1)

End If

Else ' initially F

tmpType = tmpType & arrType(6,1)

arrType(11,3) = arrType(6,2)

c = 0

If BarOOP(18) = true then c = c + 1

If BarOOP(20) = true then c = c + 1

If BarOOP(22) = true then c = c + 1

If BarOOP(24) = true then c = c + 1

If c > 2 then

kType = kType & arrType(5,1) ' revised F to T

arrType(11,3) = arrType(5,2)

bOOPT = true

Else

kType = kType & arrType(6,1)

End If

End If

If arrType(7,3) > arrType(8,3) Then ' initially Z

tmpType = tmpType & arrType(7,1)

arrType(11,4) = arrType(7,2)

c = 0

If BarOOP(26) = true then c = c + 1

If BarOOP(28) = true then c = c + 1

If BarOOP(30) = true then c = c + 1

If BarOOP(32) = true then c = c + 1

If c > 2 then

kType = kType & arrType(8,1) ' revised Z to A

arrType(11,4) = arrType(8,2)

bOOPA = true

Else

kType = kType & arrType(7,1)

End If

Else ' initially A/P

tmpType = tmpType & arrType(8,1)

arrType(11,4) = arrType(8,2)

c = 0

If BarOOP(26) = true then c = c + 1

If BarOOP(28) = true then c = c + 1

If BarOOP(30) = true then c = c + 1

If BarOOP(32) = true then c = c + 1

If c > 2 then

kType = kType & arrType(7,1) ' revised A to Z

arrType(11,4) = arrType(7,2)

bOOPZ = true

Else

kType = kType & arrType(8,1)

End If

End If

' Determine Stress

If arrType(9,3) > arrType(10,3) Then

tmpStress = arrType(9,1)

kStress = arrType(9,1)

c = 0

If BarOOP(34) = true then c = c + 1

If BarOOP(36) = true then c = c + 1

If BarOOP(38) = true then c = c + 1

If BarOOP(40) = true then c = c + 1

If c > 2 then

kStress = arrType(10,1) ' revised T to C

bOOPCa = true

End If

Else

tmpStress = arrType(10,1)

kStress = arrType(10,1)

c = 0

If BarOOP(34) = true then c = c + 1

If BarOOP(36) = true then c = c + 1

If BarOOP(38) = true then c = c + 1

If BarOOP(40) = true then c = c + 1

If c > 2 then

kStress = arrType(9,1) ' revised C to T

bOOPTn = true

End If

End If

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' trait module

' (uses facet scores to determine central/cardinal traits)

' Determine Cardinal and central traits

' first set up array of facet values to sort

Dim dCnt, cs, d 'sorting utility variables

If kRptType = "T" then 'Talent Management does not use bottom 4 stress traits...

For c = 1 to 36 'set up the traits array for sorting

arrCentTrait(1, c) = Facet(2, c)

arrCentTrait(2, c) = c

Next

' next bubble sort traita top one is cardinal, next 5 are central

dCnt = 1

While dCnt = 1

dCnt = 0

For d = 1 To 35

If arrCentTrait(1, d) < arrCentTrait(1, d + 1) Then

cs = arrCentTrait(1, d + 1)

arrCentTrait(1, d + 1) = arrCentTrait(1, d)

arrCentTrait(1, d) = cs

cs = arrCentTrait(2, d + 1)

arrCentTrait(2, d + 1) = arrCentTrait(2, d)

arrCentTrait(2, d) = cs

dCnt = 1

End If

Next

Wend

Else

For c = 1 to 40

arrCentTrait(1, c) = Facet(2, c)

arrCentTrait(2, c) = c

Next

' next bubble sort facet values; top one is cardinal, next 5 are central

dCnt = 1

While dCnt = 1

dCnt = 0

For d = 1 To 39

If arrCentTrait(1, d) < arrCentTrait(1, d + 1) Then

cs = arrCentTrait(1, d + 1)

arrCentTrait(1, d + 1) = arrCentTrait(1, d)

arrCentTrait(1, d) = cs

cs = arrCentTrait(2, d + 1)

arrCentTrait(2, d + 1) = arrCentTrait(2, d)

arrCentTrait(2, d) = cs

dCnt = 1

End If

Next

Wend

End If

' Store values in database

End If

' arrCentTrait array now populated with rank order of facet scores

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' subs and functions...

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' Facet pointer sub

‘ (assigns adjusted facet scores to global dimension)

Sub FacetMath(ByVal Ival, ByVal Ia, ByVal Ib)

' determines which of the two global facet gets the points

If Ival > 0 Then

Facet(1, Ia) = Facet(1, Ia) + Ival

Else

Facet(1, Ib) = Facet(1, Ib) + Abs(Ival)

End If

End Sub

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' adjective function

' (uses global scores to determine adjective)

Function Adjective(ByVal tVal, ByVal bVal, ByVal tPct, ByVal bPct, ByVal Pref)

' tVal=top bar score, bVal=bottom bar score

' tPct=top bar %, bPct=bottom bar %

' Pref = global preference

'usage: run function for each global dimension to determine strength of response

If tVal > bVal Then

If tPct >= 70 Then

Adjective = "You have a Very Strong preference for " & Pref & "."

ElseIf tPct < 70 And tPct > 50 Then

Adjective = "You have a Strong preference for " & Pref & "."

ElseIf tPct <= 50 And tPct - bPct >= 20 Then

Adjective = "You have a Clear preference for " & Pref & "."

ElseIf tPct - bPct < 20 And tPct - bPct >= 5 Then

Adjective = "You have a Slight preference for " & Pref & "."

ElseIf tPct - tPct < 5 Then

Adjective = "Your test results do not reveal a clear preference, but you may prefer " & Pref & "."

End If

Else

If bPct >= 70 Then

Adjective = "You have a Very Strong preference for " & Pref & "."

ElseIf bPct < 70 And bPct > 50 Then

Adjective = "You have a Strong preference for " & Pref & "."

ElseIf bPct <= 50 And bPct - tPct >= 20 Then

Adjective = "You have a Clear preference for " & Pref & "."

ElseIf bPct - tPct < 20 And bPct - tPct >= 5 Then

Adjective = "You have a Slight preference for " & Pref & "."

ElseIf bPct - tPct < 5 Then

Adjective = "Your test results do not reveal a clear preference, but you may prefer " & Pref & "."

End If

End If

End Function

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' Set definitions and descriptions for GPP report...

Sub Setup()

' Set out of pattern description

Dim kOOPmsg

kOOPmsg = "Closely Examine Out-of-Pattern Facets (those colored purple) representing unique traits that differ from your Global Scale preference."

' global array static setup...

arrType(1,1) = "E"

arrType(1,2) = "Extraverting"

arrType(2,1) = "I"

arrType(2,2) = "Introverting"

arrType(3,1) = "S"

arrType(3,2) = "Sensing"

arrType(4,1) = "N"

arrType(4,2) = "iNtuiting"

arrType(5,1) = "T"

arrType(5,2) = "Thinking"

arrType(6,1) = "F"

arrType(6,2) = "Feeling"

arrType(7,1) = "Z"

arrType(7,2) = "organiZing"

arrType(8,1) = "A"

arrType(8,2) = "Adapting"

arrType(9,1) = "T"

arrType(9,2) = "Tense"

arrType(10,1) = "C"

arrType(10,2) = "Calm"

' facet report descriptor setup

FacetDescriptor(1) = "<font color=""1473b2"">Talkative:</font> animated and expressive; sociable and gregarious; opens up to others."

FacetDescriptor(2) = "<font color=""#e55f05"">Quiet:</font> calm and serene; private and personal; hesitant to self-disclose or show feelings."

FacetDescriptor(3) = "<font color=""1473b2"">Socially Bold:</font> friendly and outgoing; initiates conversations; comfortable leading; likes public speaking."

FacetDescriptor(4) = "<font color=""#e55f05"">Reserved:</font> shy and retiring; prefers others to initiate; follows others' lead; dislikes public speaking."

FacetDescriptor(5) = "<font color=""1473b2"">Outgoing:</font> has a wide circle of friends; dislikes working alone; enjoys meeting many people."

FacetDescriptor(6) = "<font color=""#e55f05"">Intimate:</font> has a few close friends; enjoys working alone; can concentrate for long periods of time."

FacetDescriptor(7) = "<font color=""1473b2"">Participative:</font> active and energetic; seeks stimulating activities; prefers to learn through discussion."

FacetDescriptor(8) = "<font color=""#e55f05"">Reflective:</font> values peace and quiet; needs solitude to reflect and recharge; prefers to learn by reading."

FacetDescriptor(9) = "<font color=""1473b2"">Concrete:</font> deals with tangible facts and ""what is"" rather than ""what could be""; likes to work out details."

FacetDescriptor(10) = "<font color=""#e55f05"">Abstract:</font> enjoys ideas and possibilities; values imagination; bored by details."

FacetDescriptor(11) = "<font color=""1473b2"">Practical:</font> prefers established methods to achieve end results; dislikes improvising."

FacetDescriptor(12) = "<font color=""#e55f05"">Innovative:</font> likes variety and new ideas; enjoys resolving a crisis with a novel situation."

FacetDescriptor(13) = "<font color=""1473b2"">Conventional:</font> values customs and traditions; follows accepted practices; dislikes standing out."

FacetDescriptor(14) = "<font color=""#e55f05"">Visionary:</font> values inspiration, uniqueness, and originality; comfortable appearing unconventional."

FacetDescriptor(15) = "<font color=""1473b2"">Traditional:</font> predictable and established; careful with facts; opposes changes for sake of change."

FacetDescriptor(16) = "<font color=""#e55f05"">Trendsetting:</font> focuses on change and the big picture; seeks new trends; becomes bored with routine."

FacetDescriptor(17) = "<font color=""1473b2"">Rational:</font> decisions based on logical analysis; impersonal problem solving style."

FacetDescriptor(18) = "<font color=""#e55f05"">Empathetic:</font> decisions based on values and person-centered principles; empathetic problem solving style."

FacetDescriptor(19) = "<font color=""1473b2"">Autonomous:</font> fair, impartial, objective, and independent; more task- than relationship-oriented."

FacetDescriptor(20) = "<font color=""#e55f05"">Compassionate:</font> considers feelings, beliefs and needs of others; more relationship- than task-oriented."

FacetDescriptor(21) = "<font color=""1473b2"">Analytic:</font> values logic and scientific principles in decision making; analytical style."

FacetDescriptor(22) = "<font color=""#e55f05"">Warm:</font> values warmth and compassion in decision making; personable style."

FacetDescriptor(23) = "<font color=""1473b2"">Competitive:</font> critical, skeptical, tough-minded style; enjoys a good argument."

FacetDescriptor(24) = "<font color=""#e55f05"">Nurturing:</font> cooperative, accepting and supportive style; prefers harmony and dislikes confrontation."

FacetDescriptor(25) = "<font color=""1473b2"">Planned:</font> likes schedules and closure; emphasizes planning, anticipating contingencies, and organization."

FacetDescriptor(26) = "<font color=""#e55f05"">Open-Ended:</font> likes working things out as they unfold; emphasizes adaptability and flexibility."

FacetDescriptor(27) = "<font color=""1473b2"">Reliable:</font> punctual, responsible, orderly; early starter who gets things done."

FacetDescriptor(28) = "<font color=""#e55f05"">Casual:</font> comfortable with diversions; energized by deadlines; procrastinates; works well under pressure."

FacetDescriptor(29) = "<font color=""1473b2"">Deliberate:</font> exact, cautious, risk-avoidant, and goal-oriented; prefers a settled, non-impulsive lifestyle."

FacetDescriptor(30) = "<font color=""#e55f05"">Spontaneous:</font> changeable and opportunistic; comfortable taking risks; sometimes impulsive."

FacetDescriptor(31) = "<font color=""1473b2"">Conforming:</font> prefers security, stability and structure; most effective with clear goals and direction."

FacetDescriptor(32) = "<font color=""#e55f05"">Nonconforming:</font> prefers freedom to develop own rules and goals; works effectively without structure."

FacetDescriptor(33) = "<font color=""1473b2"">Concerned:</font> worries about the future and unpredictable events; takes insensitive remarks personally."

FacetDescriptor(34) = "<font color=""#e55f05"">Optimistic:</font> comfortable being in unfamiliar or unpredictable situations; shrugs off insensitive comments."

FacetDescriptor(35) = "<font color=""1473b2"">Unsure:</font> hesitant, easily embarrassed, and relatively concerned about what others may think of them."

FacetDescriptor(36) = "<font color=""#e55f05"">Confident:</font> decisive, confident, and relatively unconcerned about what others may think of them."

FacetDescriptor(37) = "<font color=""1473b2"">Unsettled:</font> confused values/priorities, experiences self-doubt, fear, defensiveness, anger, altered goals."

FacetDescriptor(38) = "<font color=""#e55f05"">Resilient:</font> clear values/priorities, sees beyond the present, works through adversity/conflict towards goals."

FacetDescriptor(39) = "<font color=""1473b2"">Unconstrained:</font> unconcerned about what others believe; act on self-interests and needs."

FacetDescriptor(40) = "<font color=""#e55f05"">Regulated:</font> decisions and actions based on moral goodness and rightness learned while young."

' Cardinal and Central trait descriptors...

CoachDescriptor(1) = "<font color=""1473b2"">Talkative:</font> Speak up and communicate your ideas, thoughts and opinions. Be more expressive with your body language and facial gestures."

CoachDescriptor(2) = "<font color=""#e55f05"">Quiet:</font> Think things through before you speak up. Other's can read your body language and facial expressions and know what you are thinking or feeling before you say anything."

CoachDescriptor(3) = "<font color=""1473b2"">Socially Bold:</font> Initiate and keep conversations going. Take the lead in social settings. Seek out public speaking opportunities, join Toastmasters and practice speaking up."

CoachDescriptor(4) = "<font color=""#e55f05"">Reserved:</font> Wait to be approached. Let others initiate conversations. Listen and observe what others are saying."

CoachDescriptor(5) = "<font color=""1473b2"">Outgoing:</font> Develop a wider network of friends. Get involved in projects that require teamwork and face-to-face group interaction."

CoachDescriptor(6) = "<font color=""#e55f05"">Intimate:</font> Develop deeper, more meaningful relationships with fewer people. Work on projects and tasks alone. Learn to focus and be present-minded."

CoachDescriptor(7) = "<font color=""1473b2"">Participative:</font> Be more inter-personally active. Get involved in activities that demand more of your energy and attention. Participate in group discussions with more enthusiasm and zeal."

CoachDescriptor(8) = "<font color=""#e55f05"">Reflective:</font> Spend more time collecting your thoughts, taking advantage of the power of solitude towards recharging depleted energy. Read and write more."

CoachDescriptor(9) = "<font color=""1473b2"">Concrete:</font> Dig deeper into facts, details and specifics. Deal with what is known. Seek out tasks requiring a focus on details and carry them through to completion."

CoachDescriptor(10) = "<font color=""#e55f05"">Abstract:</font> Ponder big ideas and possibilities. Cultivate your imagination and creativity. Don't get bogged down in details and mundane tasks."

CoachDescriptor(11) = "<font color=""1473b2"">Practical:</font> Apply and trust tried-and-true methods to achieve everyday tasks. Save time, resources and energy by being realistic."

CoachDescriptor(12) = "<font color=""#e55f05"">Innovative:</font> Seek out more variety and novel ideas. Don't shy away from new situations and risky ventures."

CoachDescriptor(13) = "<font color=""1473b2"">Conventional:</font> Adhere to established customs and traditions. Using proven methods and processes will lead to greater productivity and efficiency."

CoachDescriptor(14) = "<font color=""#e55f05"">Visionary:</font> Seek outlets where originality and creativity are explored. Innovation can be highly rewarding and addictive."

CoachDescriptor(15) = "<font color=""1473b2"">Traditional:</font> Find security in predictability and apply established practices. Respect facts and recognize that change is not always necessary."

CoachDescriptor(16) = "<font color=""#e55f05"">Trendsetting:</font> Find value in change and all the possibilities of the future. Brainstorm new trends and avoid overused routines."

CoachDescriptor(17) = "<font color=""1473b2"">Rational:</font> Learn to apply logic and employ rational analysis to your decisions. Be less self and others focused when solving problems."

CoachDescriptor(18) = "<font color=""#e55f05"">Empathetic:</font> Consider the impact of your decisions on yourself and the people who are being affected by them. Value emotions more earnestly."

CoachDescriptor(19) = "<font color=""1473b2"">Autonomous:</font> Learn to make decisions on your own. Practice objectivity and autonomy. Be more task focused than relationship-oriented."

CoachDescriptor(20) = "<font color=""#e55f05"">Compassionate:</font> Consider your own, as well as other people's feelings, beliefs and needs. Be more relationship focused than task-oriented."

CoachDescriptor(21) = "<font color=""1473b2"">Analytic:</font> Recognize and communicate the importance of logic and reason in your everyday decisions. Apply more logic in your own actions and decisions."

CoachDescriptor(22) = "<font color=""#e55f05"">Warm:</font> Recognize and communicate the importance of empathy and compassion in your everyday decisions. Apply more feeling in your own actions and decisions."

CoachDescriptor(23) = "<font color=""1473b2"">Competitive:</font> Practice being more critical, skeptical and tough-minded. Formulate and challenge others with a rational argument."

CoachDescriptor(24) = "<font color=""#e55f05"">Nurturing:</font> Practice being cooperative, accepting and supportive of other peoples ideas and opinions. Aim for harmony and avoidance of conflict."

CoachDescriptor(25) = "<font color=""1473b2"">Planned:</font> Develop schedules and plans. Seek closure and emphasize planning and organization. Create back-up plans to hedge against unforeseen change."

CoachDescriptor(26) = "<font color=""#e55f05"">Open-Ended:</font> Learn to work things out as they unfold. Be more adaptable and flexible in carrying out present and future tasks."

CoachDescriptor(27) = "<font color=""1473b2"">Reliable:</font> Practice punctuality and getting things done on time as required or promised. Take your obligations and responsibilities more seriously."

CoachDescriptor(28) = "<font color=""#e55f05"">Casual:</font> Take it easy, slow down, and relax. Self-imposed deadlines and time pressures can be extended or eliminated. Be realistic and give yourself a break when its warranted."

CoachDescriptor(29) = "<font color=""1473b2"">Deliberate:</font> Learn to be more exact, thoughtful and goal directed. Avoid risky behavior and be less impulsive."

CoachDescriptor(30) = "<font color=""#e55f05"">Spontaneous:</font> Seek out new opportunities and take more risks. Trust your instincts and act on impulse from time to time."

CoachDescriptor(31) = "<font color=""1473b2"">Conforming:</font> Do what is expected and required. Find security in stability and structure. Seek clarity in approved actions from others."

CoachDescriptor(32) = "<font color=""#e55f05"">Nonconforming:</font> Find opportunities to apply your own ideas, rules and actions. Don't seek permission and approval when you know what's the best approach to use."

CoachDescriptor(33) = "<font color=""1473b2"">Concerned:</font> Some things in life warrant your attention and energy. Troubles can be minimized or eliminated when you give them the attention they deserve. Listen to what others are really saying when you think you hear criticism."

CoachDescriptor(34) = "<font color=""#e55f05"">Optimistic:</font> Think more positively and trust that good things happen when you find yourself in uncomfortable, unfamiliar or unpredictable situations. Develop a thicker skin to deal with critiques or insults."

CoachDescriptor(35) = "<font color=""1473b2"">Unsure:</font> Admit when you're playing outside of your real comfort zone. Lower confidence isn't a sign of weakness. Listen to what respected others have to tell you before you act."

CoachDescriptor(36) = "<font color=""#e55f05"">Confident:</font> Developing confidence is a step by step process. It begins with a first step. Don't be overly concerned with what other think. Develop an accurate inventory of all your strengths and weaknesses."

CoachDescriptor(37) = "<font color=""1473b2"">Unsettled:</font> Some events cause confusion and upset your values and belief priorities. Some self-doubt and fear is natural and healthy. Identify the triggers that set off your defensiveness and anger."

CoachDescriptor(38) = "<font color=""#e55f05"">Resilient:</font> Develop a clear sense of what values and beliefs are most important to you. These priorities help you see beyond the present moment and enable you to work through any adversity and conflict."

CoachDescriptor(39) = "<font color=""1473b2"">Unconstrained:</font> Take into consideration what others believe beyond your own needs."

CoachDescriptor(40) = "<font color=""#e55f05"">Regulated:</font> Sometimes decisions must take into account what's in your own best interest."

End Sub