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# Przewodnik po cechach

DATA WYPEŁNIENIA ANKIETY: 06-05-2020



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W zależności od kolejności Twoich cech i odpowiedzi udzielonych w zadaniu, niektóre cechy mogą mieć przypisane takie same stwierdzenia. Jeśli tak się stanie, cecha plasująca się najniżej w rankingu nie będzie opisana stwierdzeniem, aby uniknąć powtórzeń w raporcie.

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## 5 Twoich głównych cech

1. Naprawianie
2. Analityk
3. Indywidualizacja
4. Rozwaga
5. Zgodność

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## Naprawianie

### OPIS CECH

Osoby, które wyróżnia cecha Naprawiania, dobrze radzą sobie z problemami. Są skuteczne w znajdowaniu odpowiedzi na pytanie o to, co nie działa i jak to naprawić.

### SPERSONALIZOWANE UWAGI NA TEMAT TWOICH CECH

#### Co sprawia, że się wyróżniasz?

Because of your strengths, you derive much joy from starting new projects, jobs, or courses of study. Before moving ahead, you automatically think about the things you need to upgrade, perfect, or do better. Driven by your talents, you constantly search for ways to better yourself by making changes or corrections. It's very likely that you identify skill deficiencies, knowledge gaps, or performance shortcomings. These usually capture your attention. Having discovered these problems, you are determined to conquer them. You probably say you can do anything you decide to do as long as you apply yourself. Chances are good that you are a no-nonsense person. This explains why you spend time thinking about things you could and should review, revise, repair, reorganize, or do better. By nature, you periodically study your mistakes to prevent them from happening again. Perhaps you gain valuable insights from life's "teachable moments" — even the painful ones.

#### Pytania

1. Jakie słowa lub zdania ze spersonalizowanych uwag na temat Twoich cech zwróciły Twoją uwagę?
2. Który z Twoich talentów chciał(-a)byś, aby inni ludzie dostrzegali najbardziej?

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## Analitik

### OPIS CECH

Osoby, które wyróżnia cecha Analityka, poszukują powodów i przyczyn. Mają zdolność brania pod uwagę wszystkich czynników, które mogły mieć wpływ na daną sytuację.

### SPERSONALIZOWANE UWAGI NA TEMAT TWOICH CECH

#### Co sprawia, że się wyróżniasz?

It's very likely that you ponder your decisions rather than react without thinking through things. You weigh the possible ramifications, consequences, outcomes, and effects. You aim to understand the basic “whys” and “hows” of a situation, problem, or opportunity. People trust you to be cautious. They expect you to raise important issues that require further consideration. Instinctively, you are an individual performer who routinely evaluates the challenges in your life. You commonly weigh the pros and cons. You assess the facts to determine which ones are really important. You can even identify superfluous — that is, extra or unnecessary — information and discard it. Driven by your talents, you occasionally adopt a practical, factual, or unemotional position on certain issues. Maybe you refrain from becoming sentimental about certain people and their problems. Chances are good that you periodically produce precise and thoroughly documented facts or data. Certain processes, issues, opportunities, proposals, historic records, questions, or solutions may occupy your thoughts for extended periods of time. By nature, you may assist individuals by directing their attention to facts or data you have examined in detail. Maybe your investigation is incomplete until you have discovered the majority of available information.

#### Pytania

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## Indywidualizacja

### OPIS CECH

Osoby, które wyróżnia cecha Indywidualizacji, są zaintrygowane niepowtarzalnością każdej osoby. Posiadają dar zrozumienia dlaczego ludzie, którzy różnią się od siebie, potrafią wspólnie wydajnie pracować.

### SPERSONALIZOWANE UWAGI NA TEMAT TWOICH CECH

#### Co sprawia, że się wyróżniasz?

It's very likely that you gain a certain degree of satisfaction when you can be of some service to others. Instinctively, you occasionally spend time thinking about what makes particular people unique or special. Because of your strengths, you may help people see the opportunities and possibilities that await them in the coming months, years, or decades. Driven by your talents, you may be able to help people concentrate on one activity at a time. Why? Perhaps you have noticed this approach has allowed you to be more efficient or productive. Chances are good that you sometimes lift the veil of mystery from certain types of intricate procedures. Perhaps you enjoy helping individuals understand complicated processes, contracts, or regulations they might not grasp without your assistance.

#### Pytania

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## Rozwaga

### OPIS CECH

Osoby, które wyróżnia cecha Rozwagi głęboko zastanawiają się przed podjęciem decyzji lub dokonaniem wyboru. Potrafią przewidzieć przeszkody

### SPERSONALIZOWANE UWAGI NA TEMAT TWOICH CECH

#### Co sprawia, że się wyróżniasz?

Driven by your talents, you may remain silent rather than join conversations that involve the sharing of intimate or personal information. Occasionally you try to change the topic altogether. If your attempts are unsuccessful, you might excuse yourself from discussions about the upbringing, finances, problems, physical conditions, or mental health of yourself or others. Instinctively, you are somewhat private about your personal life — that is, your past, your present activities, or your future plans. You tend to be selective about what you tell and to whom you tell it. Chances are good that you reflect on what others say. You carefully consider the information. Then you often draw conclusions. You have a sobering effect on discussions. This intensifies your own and other people's capacity to hear the words spoken and understand their frame of reference. Because of your strengths, you are rather reserved. Your preference for privacy means you work or study alone. Observant individuals soon realize you dislike being interrupted when you have to meet a deadline to reach a goal. It's very likely that you generally present yourself to others as a no-nonsense person. People soon figure out you prefer to work or study by yourself.

#### Pytania

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## Zgodność

### OPIS CECH

Osoby które wyróżnia cecha Zgodności, szukają konsensusu. Nie lubią konfliktów, poszukują raczej obszarów porozumienia.

### SPERSONALIZOWANE UWAGI NA TEMAT TWOICH CECH

#### Co sprawia, że się wyróżniasz?

Because of your strengths, you exert physical effort and/or expend mental energy to attain your goals. Finishing all your assignments by the end of the day exhilarates you. You are determined to carry your share of the workload as long as the tasks are evenly distributed among people. When you can control the quality and the quantity of your outcomes, you usually thrive. You admit you perform better, faster, and more efficiently when you are free to work on your own. Instinctively, you periodically seek out experts when you need information or guidance to decide on a proper course of action. You might study the difficult-to-understand words used most frequently by these specialists. Armed with a new language, you may approach several individuals to discover when your ideas about what to do align with theirs. Perhaps your intent is to benefit from their expertise rather than argue that your approach is correct regardless of what they think. By nature, you occasionally collect bits and pieces of information. At the time, the value of this material may not be apparent. In specific cases, you have found it useful to turn to some specialists for help. Perhaps these individuals can provide you with enough direction so you can ask some questions, render a few decisions, or try to map courses of action without upsetting anyone in the process. You avoid angering certain people by consulting with them before doing anything. It's very likely that you sometimes seek out and listen to the opinions of others before you express your own views. Chances are good that you may be practical or realistic as you process ideas. Perhaps you think sequentially. You might appreciate projects that have simple steps or defined starting and stopping points. Sometimes you test your ideas with specialists who might be able to confirm their accuracy or usefulness.

#### Pytania

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