

V. Ethical (Strong) You stand firmly by your principles. You value integrity, honesty, and fairness, and expect the same from others. You thrive in ethical organizations and roles tied to social justice, sustainability, or advocacy.



VI. Ethical (Flexible) You are pragmatic and context-aware. While you care about values, you're also willing to adapt based on goals, relationships, or outcomes. You're solution-oriented and effective in dynamic or complex environments.



VII. Need for Recognition (High) You are motivated by acknowledgment, appreciation, and visibility. Recognition—whether through awards, promotions, or feedback—fuels your drive. This value aligns with high-performance or leadership-focused roles.



VIII. Need for Recognition (Low) You are intrinsically motivated. You focus on doing your work well regardless of external praise. Your satisfaction comes from personal standards and meaningful outcomes, not applause.

