AURO.EDU
LEARN TO EARN

1. The 12 Work Style Subfactors

I. Hierarchy – Top-Down

You prefer clear roles, structured authority, and formal reporting systems. You perform well in traditional organizations with defined leadership, expectations, and a chain of command.

II. Hierarchy – Flat

You thrive in collaborative settings where everyone's voice counts. You enjoy fluid roles, shared decision-making, and workplaces with less rigid hierarchy and more collective input.

III. Tasks – Predictable

You are comfortable with repetition, routine, and well-defined responsibilities. You like knowing what to expect and prefer environments with consistent processes and outcomes.
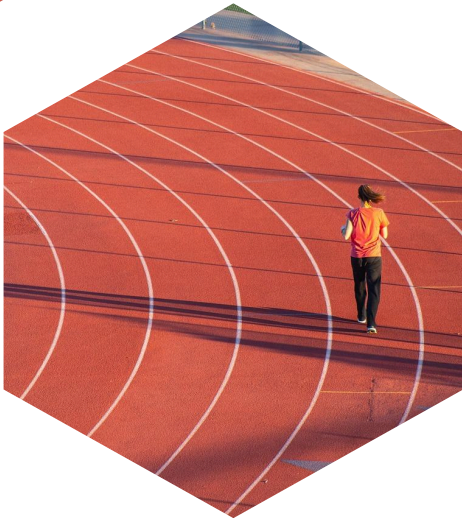
IV. Tasks – Unpredictable

You enjoy dynamic workflows, changing priorities, and new challenges every day. You're stimulated by variety, flexibility, and fast-paced environments that rarely feel the same.