

## Overview

Based on your responses, your natural tendencies, work drivers, and essential traits have been combined here for a comprehensive view of you.

At a glance, you might be comfortable in less organized environments and enjoy working with your hands or understanding how things function. You may also be comfortable solving common problems and learning new information on the job.



### Highly Spontaneous

Flexible

Casual

Bold



Being highly spontaneous, you are likely to:

- Be comfortable in less organized environments than others
- Make quick or spur of the moment decisions
- Have a more relaxed and casual pace



At work, as someone who is highly spontaneous, you might:

- Have a more flexible and unstructured approach to work
- Be comfortable performing shorter, more varied tasks
- Prefer tasks that require less attention to detail



### Driven by Hands-On Work

Applied

Active

Practical



You might enjoy jobs that involve:

- Using your hands or working with tools
- Solving clearly-defined problems
- Large amounts of autonomy and independence



Look for jobs that allow you to:

- Understand how systems, objects, and products function
- Manipulate tools or technology to perform tasks
- Manage your own workload



### Capable Problem-Solver

Analyzing

Understanding

Solving



As a capable problem-solver, you are likely to:

- Be more comfortable solving common problems than others
- Learn information when provided training or guidance
- Apply past learning to solve new problems



At work, a capable problem-solver might:

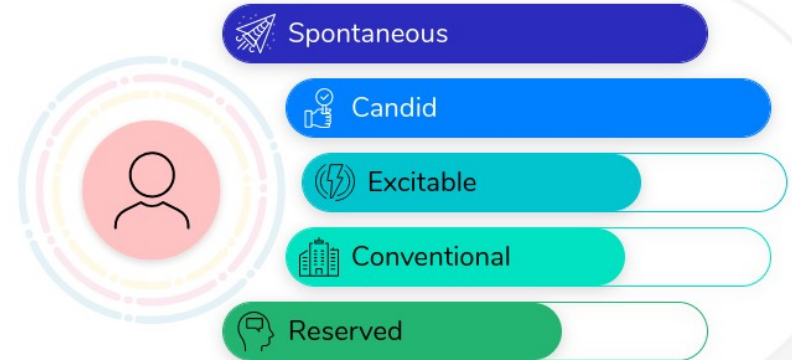
- Be comfortable performing moderately complex tasks
- Learn job responsibilities with limited supervision
- Benefit from a combination of classroom and on-the-job training

## Know & Grow

Use this section to gain an understanding of your behavioral tendencies and preferences toward specific work activities. These results provide insight into how you will likely interact with others and the types of activities most likely to satisfy you.

### Your Natural Tendencies

Based on your responses to our assessment questions, we have determined how you compare to others on five factors measuring natural tendencies. These tendencies are neither good nor bad, but they describe some likely behaviors and give insight into how you may interact with others on the job.



### Highly Spontaneous

Flexible

Casual

Bold



Being highly spontaneous, you are likely to:

- Be comfortable in less organized environments than others
- Make quick or spur of the moment decisions
- Have a more relaxed and casual pace



At work, as someone who is highly spontaneous, you might:

- Have a more flexible and unstructured approach to work
- Be comfortable performing shorter, more varied tasks
- Prefer tasks that require less attention to detail



Possible growth opportunities:

- Take time to build a list of priorities before beginning new projects
- Evaluate when tasks require more organization or attention to detail



## Highly Candid

Critical

Direct

Independent



Being highly candid, you are likely to:

- Be direct and to the point when communicating with others
- Speak up when disagreements arise
- Enjoy competing with others



At work, as someone who is highly candid, you might:

- Approach work in a logical and straightforward manner
- Be willing to make the unpopular, but necessary, decisions
- Provide coworkers with detailed and explicit feedback



Possible growth opportunities:

- Take time to assess the impact your decisions may have on others
- Identify opportunities to share positive feedback



## Moderately Excitable

Reactive

Receptive

Alert



Being moderately excitable, you are likely to:

- Be aware of the problems and risks of a task
- Seek out the assistance of others when required
- Share your thoughts and opinions with others



At work, as someone who is moderately excitable, you might:

- Approach most tasks with a high sense of urgency
- Identify problems overlooked by others
- Respond passionately to others' ideas



Possible growth opportunities:

- Pause to evaluate if a situation requires an urgent response
- Be aware of negative emotions and the impact they can have on your team



## Moderately Conventional

Customary

Established

Procedural



Being moderately conventional, you are likely to:

- Focus on the practicality of ideas
- Follow the established way of doing things
- Be more critical of untested methods or procedures than others



At work, as someone who is moderately conventional, you might:

- Prefer adhering to tried and tested methods
- Be likely to accept and follow organizational policies
- Be comfortable solving straightforward or concrete problems



Possible growth opportunities:

- Consider when established methods may require improvement
- Set time aside to explore and get to the root of a problem



## Moderately Reserved

Introverted

Private

Modest



Being moderately reserved, you are likely to:

- Be more comfortable than others out of the spotlight
- Speak up in smaller social settings
- Enjoy your privacy more than others



At work, as someone who is moderately reserved, you might:

- Listen attentively to coworkers and customers
- Prefer using email or other indirect means of communication
- Prefer tasks with little social interaction



Possible growth opportunities:

- Consider when it is necessary or beneficial to speak up at work
- Identify when a direct communication style is most appropriate

## Your Natural Tendencies

Based on your responses to our assessment questions, we have determined how you compare to others on five factors measuring natural tendencies. These tendencies are neither good nor bad, but they describe some likely behaviors and give insight into how you may interact with others on the job.





## Highly Spontaneous

Flexible

Casual

Bold



Being highly spontaneous, you are likely to:

- Be comfortable in less organized environments than others
- Make quick or spur of the moment decisions
- Have a more relaxed and casual pace



At work, as someone who is highly spontaneous, you might:

- Have a more flexible and unstructured approach to work
- Be comfortable performing shorter, more varied tasks
- Prefer tasks that require less attention to detail



Possible growth opportunities:

- Take time to build a list of priorities before beginning new projects
- Evaluate when tasks require more organization or attention to detail



## Highly Candid

Critical

Direct

Independent



Being highly candid, you are likely to:

- Be direct and to the point when communicating with others
- Speak up when disagreements arise
- Enjoy competing with others



At work, as someone who is highly candid, you might:

- Approach work in a logical and straightforward manner
- Be willing to make the unpopular, but necessary, decisions
- Provide coworkers with detailed and explicit feedback



Possible growth opportunities:

- Take time to assess the impact your decisions may have on others
- Identify opportunities to share positive feedback



## Moderately Excitable

Reactive

Receptive

Alert



Being moderately excitable, you are likely to:

- Be aware of the problems and risks of a task
- Seek out the assistance of others when required
- Share your thoughts and opinions with others



At work, as someone who is moderately excitable, you might:

- Approach most tasks with a high sense of urgency
- Identify problems overlooked by others
- Respond passionately to others' ideas



Possible growth opportunities:

- Pause to evaluate if a situation requires an urgent response
- Be aware of negative emotions and the impact they can have on your team



## Moderately Conventional

Customary

Established

Procedural



Being moderately conventional, you are likely to:

- Focus on the practicality of ideas
- Follow the established way of doing things
- Be more critical of untested methods or procedures than others



At work, as someone who is moderately conventional, you might:

- Prefer adhering to tried and tested methods
- Be likely to accept and follow organizational policies
- Be comfortable solving straightforward or concrete problems



Possible growth opportunities:

- Consider when established methods may require improvement
- Set time aside to explore and get to the root of a problem



## Moderately Reserved

Introverted

Private

Modest



Being moderately reserved, you are likely to:

- Be more comfortable than others out of the spotlight
- Speak up in smaller social settings
- Enjoy your privacy more than others



At work, as someone who is moderately reserved, you might:

- Listen attentively to coworkers and customers
- Prefer using email or other indirect means of communication
- Prefer tasks with little social interaction

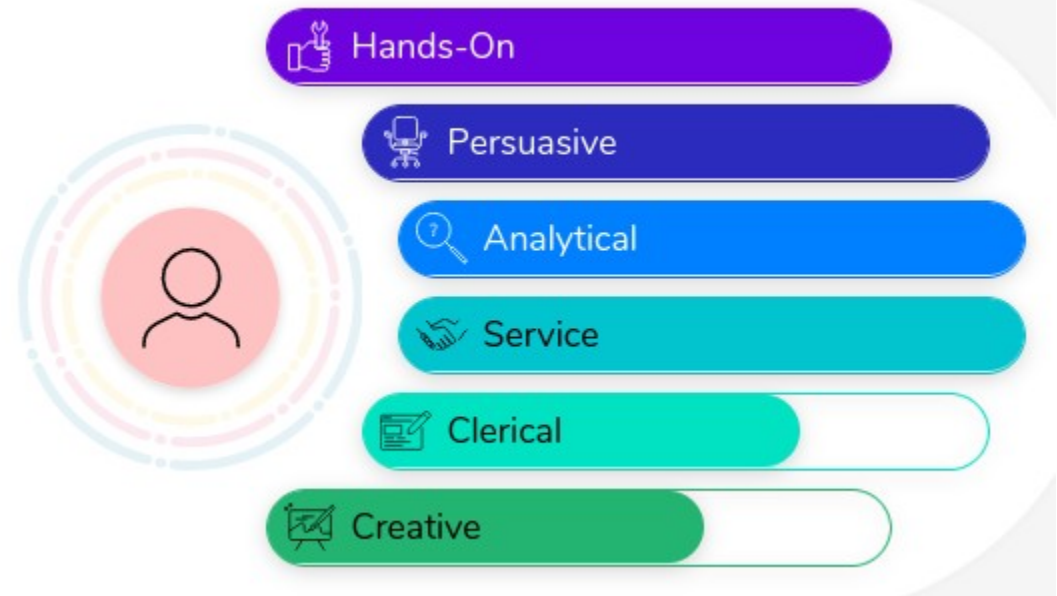


Possible growth opportunities:

- Consider when it is necessary or beneficial to speak up at work
- Identify when a direct communication style is most appropriate

## Your Personal Drivers

We took your answers to our assessments and determined your interest level in six common drivers at work. These drivers indicate the types of activities you may enjoy performing on the job. The more interested you are in a particular driver, the more likely you are to be satisfied performing associated activities.





## Driven by Hands-On Work

Applied

Active

Practical



You might enjoy jobs that involve:

- Using your hands or working with tools
- Solving clearly-defined problems
- Large amounts of autonomy and independence



Look for jobs that allow you to:

- Understand how systems, objects, and products function
- Manipulate tools or technology to perform tasks
- Manage your own workload



Jobs associated with this driver include:

- Automotive Engineers
- Electricians
- Computer Network Specialists
- Commercial Drivers
- Manufacturing Workers



## Driven by Persuasive Work

Convincing

Energetic

Talkative



You might enjoy jobs that involve:

- Selling products or services
- Persuading or gaining buy-in from others
- Focusing on profit and productivity



Look for jobs that allow you to:

- Close sales and generate revenue
- Influence others
- Receive performance-based rewards



Jobs associated with this driver include:

- Chief Executives
- Lawyers & Judges
- Front-Line Managers
- Retail Salespersons
- Customer Service Representatives



## Driven by Analytical Work

Data-Driven

Scientific

Methodical



You might enjoy jobs that involve:

- Solving complex or abstract problems
- Researching or learning about new concepts
- Working in a methodical and precise manner



Look for jobs that allow you to:

- Analyze data or identify trends
- Learn the technical details of products or services
- Participate in continuous learning



Jobs associated with this driver include:

- Scientists & Engineers
- Software Developers
- Market Research Analysts
- Police Detectives
- Medical Technicians and Paramedics



## Driven by Service Work

Thoughtful

Generous

Caring



You might enjoy jobs that involve:

- Providing service or support to others
- Interacting frequently with coworkers or customers
- Teaching or caring for others



Look for jobs that allow you to:

- Contribute to or improve the well-being of others
- Spend time educating or mentoring others
- Assist others by answering questions or providing support



Jobs associated with this driver include:

- Physical & Occupational Therapists
- Registered Nurses
- Elementary and Secondary Teachers
- Dental Hygienists
- Food Servers



## Indifferent to Clerical Work

Structured

Disciplined

Thorough



You might not enjoy jobs that involve:

- Administrative or clerical duties
- Following standardized procedures
- Performing routine and predictable tasks



You might not be driven by jobs that require you to:

- Meet consistent and predictable goals
- Complete tasks by following established procedures or steps
- Compare your work to established benchmarks or standards



## Indifferent to Creative Work

Artistic

Expressive

Imaginative



You might not enjoy jobs that involve:

- Being innovative or creative
- Expressing ideas, emotions, or feelings
- Designing original work



You might not be driven by jobs that require you to:

- Suggest new or innovative ways of performing tasks
- Produce engaging or visually pleasing work
- Work in a flexible or unstructured work environment

## In Action

*Use this section to understand your preferences towards certain work environments, behavioral tendencies, and comfort with different types of problems. Leverage these findings when considering your next job offer and evaluating how much using any of these skills may be asked of you.*

All positions require varying amounts of problem-solving, teamwork, and leadership. While some positions may not require working closely with others, leading teams, or solving complex problems, these traits are often described as important by employers. Our assessments provide insight into your preference towards taking leadership roles, tendency to work on a team, and comfort with solving problems.



### Capable Problem-Solver

Analyzing

Understanding

Solving



As a capable problem-solver, you are likely to:

- Be more comfortable solving common problems than others
- Learn information when provided training or guidance
- Apply past learning to solve new problems



At work, a capable problem-solver might:

- Be comfortable performing moderately complex tasks
- Learn job responsibilities with limited supervision
- Benefit from a combination of classroom and on-the-job training



Problem-Solving Strategies:

- Practice breaking abstract problems into more manageable components
- Examine others' approaches to problems to determine why they worked



## Highly Independent

Direct

Self-Reliant

Straightforward



Being highly independent, you are likely to:

- Be comfortable in more competitive environments
- Hold others accountable for meeting their responsibilities
- Be willing to stand up for yourself



At work, as someone who is highly independent, you might:

- Prefer handling tasks without help from others
- Be willing to advocate for unpopular or difficult ideas
- Ensure your work is complete before helping others



Balancing your tendencies:

- Try to recognize when others are struggling and offer your help
- Assess if a task could be completed more quickly as a team



## Interested in Leadership

Take-Charge

Directing

Decisive



You might enjoy jobs that involve:

- Making decisions that impact the whole team
- Having to be in charge of others
- Being responsible for the work of your team



Look for jobs that allow you to:

- Direct or assign the tasks of other employees
- Influence the actions of others
- Be in charge of important projects



Jobs associated with leadership include:

- Chief Executives
- Project Managers
- General and Operations Managers
- First-Line Supervisors
- Team Leaders