



## TRAITS & DEFINITIONS

Jones, Andrew Date Entered: 02/28/03

For ACT Asia

Position: Management - Sales

### ASSESSMENTS

The report lists Andrew's traits and corresponding scores in descending order for each trait category. The trait definitions are to the right of each trait. If a position was selected when running this report, the traits related to the position will be highlighted in green for Essential Traits, blue for Desirable Traits and red for Traits to Avoid that could hinder Andrew's performance.

Traits	Score on this Trait	Definition
Helpful	9.9	The tendency to respond to others' needs and assist or support others to achieve their goals
Warmth/empathy	9.9	The tendency to express positive feelings and affinity toward others
Wants Autonomy	9.6	The desire to have freedom or independence from authority
Optimistic	9.5	The tendency to believe the future will be positive
Wants Challenge	9.4	The willingness to attempt difficult tasks or goals
Wants To Lead	9.2	The desire to be in a position to direct or guide others
Risking	9.2	The tendency to feel comfortable with business ventures that involve uncertainty
Outgoing	9.2	The tendency to be socially extroverted and the enjoyment of meeting new people
Cause Motivated	9.1	The tendency to be motivated to help society
Self-motivated	9.0	The drive to achieve including taking initiative, wanting challenge, and being enthusiastic about goals
Takes Initiative	8.7	The tendency to perceive what is necessary to be accomplished and to proceed on one's own
Persistent	8.7	The tendency to be tenacious despite encountering significant obstacles
Authoritative	8.6	The desire for decision-making authority and the willingness to accept decision-making responsibility
Diplomatic	8.6	The tendency to state things in a tactful manner
Open/reflective	8.2	The tendency to reflect on many different viewpoints
Enthusiastic	8.2	The tendency to be eager and excited toward one's own goals
Influencing	8.1	The tendency to try to persuade others
Tolerance Of Bluntness	7.9	The level of comfort related to receiving abrupt or frank communications from others
Flexible	7.7	The tendency to easily adapt to change
Tempo	7.7	The enjoyment of work that needs to be done quickly
Analytical	7.5	The tendency to logically examine facts and problems (not necessarily analytical ability)
Wants Recognition	7.3	The desire for positive acknowledgement (from others) related to one's abilities and strengths
Frank	7.1	The tendency to be straightforward, direct, to the point and forthright
Self-acceptance	7.0	The tendency to like oneself ("I'm O.K. the way I am")
Certain	6.9	The tendency to feel confident in one's opinions
Wants Frankness	6.8	The desire for others to be direct, straightforward and to the point
Self-improvement	6.6	The tendency to attempt to develop or better oneself
Intuitive	6.6	The tendency to use "hunches" to help make decisions (not necessarily intuitive capabilities)
Experimenting	6.4	The tendency to try new things and new ways of doing things
Wants Stable Career	5.6	The desire for long-term or permanent employment
Wants High Pay	5.4	The desire to earn greater remuneration
Comfort With Conflict	5.4	The tendency to be comfortable with confrontation or strife
Relaxed	5.2	The tendency to feel at ease or calm while working
Enlists Cooperation	5.0	The tendency to invite others to participate in or join an effort
Assertive	4.9	The tendency to put forward personal wants and needs
Collaborative	4.8	The tendency to collaborate with others when making decisions
Planning	4.7	The tendency to formulate ideas related to the steps and process of accomplishing an objective
Manages Stress Well	4.6	The tendency to deal effectively with strain and difficulty when it occurs
Wants Capable Leader	4.5	The desire to have a leader one perceives to be capable



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Wants Diplomacy	4.3	The desire for others to be tactful
Systematic	4.2	The enjoyment of tasks that require carefully or methodically thinking through steps.
Organized	3.9	The tendency to place and maintain order in an environment or situation
Analyzes Pitfalls	3.8	The tendency to scrutinize potential difficulties related to a plan or strategy
Tolerance Of Structure	3.3	The tolerance of following rules, schedules and procedures created by someone else
Enforcing	3.1	The tendency to insist upon necessary rules being followed
Precise	2.3	The enjoyment of work that requires being exact and the tendency to be detail oriented
Task Preferences	Score on this Trait	Definition
Numerical	8.1	The enjoyment of counting, calculating or analyzing quantities using mathematics
Computers	6.6	The enjoyment of working with electronic machines that calculate, store or analyze information
Public Speaking	6.5	The enjoyment of presenting or articulating information to groups of people
Teaching	5.8	The enjoyment of instructing, training, or educating others
Manual Work	5.7	The enjoyment of work that involves using one's hands
Artistic	5.4	The enjoyment of making things look beautiful or attractive
Driving	4.0	The enjoyment of operating a motor vehicle
Research/learning	3.4	The enjoyment of gathering and comprehending new information
Building/making	3.0	The enjoyment of constructing or putting together anything
Mechanical	2.8	The enjoyment of work that involves fixing or repairing something
Clerical	2.5	The enjoyment of tasks such as typing or filing or organizing information
Physical Work	2.5	The enjoyment of work that involves fairly hard bodily effort
Interests	Score on this Trait	Definition
Finance/business	10.0	The interest in commerce or fiscal management
Sports	10.0	The interest in work that involves sports
Travel	10.0	The interest in work that involves frequently taking a journey
Electronics	8.0	The interest in designing, assembling, repairing or operating automated or computerized equipment
Children	6.0	The interest in working with children
Animals	2.0	The interest in working with mammals, birds, reptiles or fish
Food	2.0	The interest in work relating to food
Health/medicine	2.0	The interest in health or medicine
Plants	2.0	The interest in shrubs, gardening, botany, trees or farming
Science	2.0	The interest in any body of knowledge that uses a systematic method for achieving knowledge
Writing/language	2.0	The interest in work that involves formulating words to convey meaning (i.e., journalism or translator)
Work Environment Preferences	Score on this Trait	Definition
Pressure Tolerance	9.7	The level of comfort related to working under deadlines and busy schedules
Public Contact	7.2	The tendency to feel comfortable with interacting directly with a wide range of people representative of general society
Sitting	6.1	The tolerance of sitting for long periods in which there is no opportunity to stand or walk around



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Work Environment Preferences	Score on this Trait	Definition
Team	4.5	The enjoyment of working closely in a co-operative effort with others (not necessarily the ability to do so)
Noise	3.7	The tolerance of working in an environment that has loud or continuous sounds
Standing	3.1	The tolerance of standing in a stationary position for long periods (no opportunity to sit or walk around)
Outdoors	2.3	The desire to work in an outside environment
Repetition	2.1	The tolerance of monotonous work: the same single activity is repeated over and over (i.e. assembly line)

  

Behavioral Competencies	Score on this Trait	Definition
Handles Autonomy	9.3	The tendency to have the motivation and self-reliance necessary for a significant amount of independence from immediate supervision (does not indicate the necessary job related knowledge)
Provides Direction	9.0	The tendency to manifest the traits necessary for a leadership role
Handles Conflict	8.7	The tendency to skillfully face discord or strife, and the interpersonal skills necessary to deal with it effectively
People Oriented	8.7	The tendency to have a balance of traits that would enable one to positively interact with others
Organizational Compatibility	8.7	The tendency to work co-operatively with others (assuming sufficient job related knowledge and team compatibility)
Interpersonal Skills	8.4	The tendency to have a balance of traits that relate to effective interaction with others
Receives Correction	8.2	The tendency to accept guidance intended to improve performance
Innovative	7.9	The tendency to create new and more effective ways of doing things
Doesn't Need Structure	7.8	The tendency to manifest the traits that would enable one to occupy a position that does not have much structure (assuming sufficient job related knowledge)
Self-employed	6.9	The tendency to enjoy activities that would be required for self employment (does not necessarily indicate sufficient business related knowledge)
Negotiating	6.5	The tendency to bargain in order to reach an beneficial agreement
Tolerance Of Evasiveness	6.0	The level of comfort related to dealing with people who are indirect or lacking in frankness
Effective Enforcing	5.0	The tendency to skillfully correct others when they are violating rules or performing poorly
Judgment (strategic)	2.7	The tendency to have a balance of traits necessary to discern pertinent information, and formulate an effective strategy

  

Traits to Avoid for this Position	Score on this Trait	Definition
Permissive	6.8	The tendency to be overly empathetic, failing to enforce necessary rules or make necessary corrections to subordinates' behavior
Defensive	0	The tendency to focus on self-acceptance while avoiding self-improvement (The attitude "I'm O.K. and I don't need to improve")
Forceful Enforcing	0	The tendency to try to make others follow rules or procedures without sufficient attempts to enlist their cooperation

\* There are some inconsistencies related to this trait, but the result is probably reliable.

\*\* There are some inconsistencies related to this trait, and the result is probably questionable.

Essential Trait on this template

Desirable Trait on this template

Trait to Avoid on this template



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Functions	Score on this Trait	Definition
Customer Service - Friendly	9.6	This template is for a position in which the primary requirement is friendliness (not necessarily efficiency). It focuses on a variety of interpersonal skills related to serving customers. It also screens for personal honesty and at least a moderate level of motivation.
Sales - Cold Calling	9.2	This position relates to sales in general but is oriented toward sales positions that require prospecting for new clients with mostly cold calling. It focuses on achievement, self-motivation, and various interpersonal skills related to persuasion.
Supervisory	7.0	This template is designed for a position that has supervisory responsibilities. It focuses on self-motivation and organization. It also screens for a lack of interpersonal skills necessary to be a supervisor.
Management - Middle	5.4	This template is designed for a position that has the responsibilities of middle management. It focuses on achievement, self-motivation, leadership and decision-making. It also screens for a lack of interpersonal skills necessary for management.
Management - Upper	5.1	This template is designed for a senior management position. It focuses on leadership, achievement, self-motivation, decision-making and various interpersonal skills that relate to leadership.
Technical	2.7	This template is specifically designed for a technical position. It focuses on analytical tendencies, organizational skills, and self-motivation. It also screens for a lack of interpersonal skills necessary for interacting with co-workers.
Administration - General	0	This position is specifically designed for a general administration role. It focuses being organized and detail oriented. In addition, it screens for a lack of interpersonal skills necessary for interacting with co-workers.