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| General Leadership:  I take charge  I see myself as a good leader  I try to lead others  I want to be in charge  I wait for others to lead the way [neg]  I let others make the decisions [neg]  I like to have influence over others  I like to make decisions  I know how to motivate people  I assign tasks to those that can handle them  I can inspire people to follow me  I like having authority over others  I can organize people to get things done  I delegate things to others  I enjoy serving as leader  Interest in Negotiation:  I enjoy bargaining  I can represent my group's views to others  I can usually understand both sides of an issue  I can mediate in quarrels  I enjoy resolving disputes  I enjoy negotiating  I will sacrifice to reach a compromise  I can resolve conflicts  I am willing to compromise  I can help others reconcile their differences  I can bring contesting people together  I can see common ground in opposing views  I like to negotiate compromise  Achievement Striving:  I excel in what I do  I seek to be the best  I work on improving myself  I want to be the very best  I can push myself to achieve  I strive to achieve  I seek out opportunities  I need to achieve excellence  I enjoy feeling successful  I set high personal goals | I dislike challenges [neg]  I try to do my best in most things  I like to win  I value personal achievement  I prefer excellence rather than just being "good enough"  Friendly Disposition:  I make people feel welcome  I can get along with most people  I make friends easily  People feel at ease around me  Others consider me friendly  I like meeting new people  I interact easily with others  I avoid meeting new people [neg]  I have a friendly disposition  I enjoy the company of others  People seem to like me  I enjoy talking to others  I put new acquaintances at ease  I start conversations with strangers easily  Sensitivity to Interests of Others:  I sympathize with others' feelings  I feel others' emotions  I am not interested in other people's problems [neg]  I know how to comfort others  I think about others first  I respect others' feelings  I respect the opinions of others  I'm not really interested in others' interests [neg]  Others' well-being is of concern for me  I consider others' needs  I consider others' interests above my own  I do things to enhance the well-being of others  I try to comfort others when they are distressed  Cooperative or Collaborative Work Tendency:  I am able to cooperate with others  I work well with others |
| I'm eager to work with others  I like to assist clients or customers  I prefer to work alone  I dislike group projects [neg]  I like to be part of a team  Team success is important to me  Team success is more important than personal gain  I will sacrifice for the team  I enjoy collaborating on work tasks  I like being part of a group with a common goal  I think groups are good for solving problems  General Trustworthiness:  I keep my promises  I do what I say  I seldom forget appointments  I don't see things through [neg]  I break my promises [neg]  I abuse people's confidence [neg]  I can be counted on  I'm not good at keeping secrets [neg]  People see me as trustworthy  I'm trusted with money or property  I can be counted on to keep information confidential  People know I tell the truth  I follow through when I make promises  My word can be trusted  I have a reputation for being fair  Adherence to a Work Ethic  I accomplish my work on time  I start tasks right away  I see that rules are observed  I put work above pleasure  I do more than my boss asks of me  I get chores done right away  I get to work at once  I follow directions  I expect dedicated work from others  I am always on time  I do just enough to get by [neg]  I'm a diligent worker | I have a strong work ethic  I don't like laziness  I try to be a loyal worker  Thoroughness and Attentiveness to Details:  I pay attention to details  I continue until everything is perfect  I dislike imperfect work  I am exacting in my work  I want everything to be "just right"  I want every detail taken care of  I routinely double-check my work  I seldom notice details [neg]  I'm a perfectionist  I don't worry about details [neg]  I take a meticulous approach to work  I pay attention to details others might overlook  I inspect thoroughly what others do  I think of myself as a careful worker  I don't waste time worrying about details [neg]  Emotional Stability:  I rarely get irritated  I remain calm under pressure  I am not easily bothered by things  I seldom take offense  I am not easily frustrated  I seldom get emotional  I am relaxed most of the time  I don't worry about things that have already happened  I can accept criticism without getting upset  I get stressed out easily [neg]  I get irritated easily [neg]  I get caught up in my problems [neg]  I am easily offended [neg]  I am guided by my moods [neg]  I don't react well when things go wrong [neg]  Desire to Generate Ideas:  I am full of ideas  I like to think up new ways of doing things  I think up new ideas  I come up with alternatives  I have a good imagination |
| I have excellent ideas  I get excited by new ideas  I do not have a good imagination [neg]  I like to develop new ideas  I like to find unusual solutions to problems  I prefer jobs that require innovations  I find it easy to think of new ways to approach problems  I am creative  Tendency to Think Things Through:  I spend time reflecting on things  I like to solve complex problems  I enjoy thinking about things  I can spot faulty reasoning  I think deeply about things  I avoid philosophical discussions [neg]  I am not interested in speculating about things [neg]  I don't like to ponder over things [neg]  I hate to analyze things too much [neg]  I think about consequences of actions  I tend to go through procedures in my mind before actually starting a task  I evaluate information before accepting it  I try to figure out what's going to happen before making a decision  I question things I don't understand |  |