

Using your consultant manual, match the factors with their scale partner by filling in the corresponding number. In the space to the side, write an occupation that would fit with that Personality Factor

<u>Lawyer</u>	Conventional	1	<u>4</u>	Dominance	<u>CEO</u>
<u>Computer Programmer</u>	Introversion	2	<u>3</u>	Conscientious	<u>Accountant</u>
<u>Life Coach/Counselor</u>	Unstructured	3	<u>5</u>	Compassion	<u>Teacher</u>
<u>Admin Asst.</u>	Compliance	4	<u>6</u>	Adventurous	<u>Entrepreneur</u>
<u>Doctor</u>	Detachment	5	<u>1</u>	Innovative	<u>Engineer</u>
<u>Clerk, Secretary, mail operator</u>	Cautious	6	<u>2</u>	Extroversion	<u>Sales</u>

Fill in the blanks with the sub-factor term that matches the definition. Add what factor each sub factor belongs to

Sub Factors

Achieving	Ambitious	Assertive	Blunt	Clever	Conforming	Conservative
Content	Daring	Distant	Enthusiastic	Imaginative	Improvising	Independent
Indifferent	Neutral	Objective	Organized	Pliable	Precise	Predictable
Questioning	Quiet	Reserved	Social	Spontaneous	Supportive	Sympathetic
Tactful	Tolerant	Traditional	Verbal			

Factors

Adventurous	Cautious	Compassion	Compliance	Conscientious	Conventional	Detachment
Dominance	Extroversion	Innovative	Introversion	Unstructured		

Sub Factor	Factor	Definition
<u>Improvising</u>	<u>Unstructured</u>	To invent, compose, or perform with little or no preparation.
<u>Ambitious</u>	<u>Adventurous</u>	Full of, characterized by, or motivated by ambition. Requiring or showing much effort; challenging. Having a strong desire for success or achievement, necessitating extraordinary effort or ability, having a great desire; eager.
<u>Indifferent</u>	<u>Unstructured</u>	Having no particular interest or concern; apathetic. Having no marked feeling for or against. Showing no care or concern; uninterested
<u>Clever</u>	<u>Innovation</u>	Mentally quick and original; bright. These adjectives refer to mental adroitness or to practical ingenuity and skill. Clever is the most comprehensive. Displaying sharp intelligence or mental alertness.
<u>Distant</u>	<u>Introversion</u>	Far apart in relationship and mentally, aloof or chilly.
<u>Quiet</u>	<u>Introversion</u>	Making little or no noise. Free of loud noise; hushed. Calm and unmoving, still. Free of turmoil and agitation; untroubled. Restful; soothing. Restrained in style, understated

Sub Factor	Factor	Definition
Assertive	Dominant	Confident and direct in claiming one's rights or putting forward one's views; Given to making assertions or bold demands; dogmatic or aggressive
Supportive	Compassion	Furnishing support or assistance. Helpful, caring, encouraging, understanding, reassuring, sympathetic.
Imaginative	Innovation	Having a lively imagination, especially a creative imagination. Created by, indicative of, or characterized by imagination or creativity. Tending to indulge in the fanciful or in make-believe.
Objective	Detachment	Uninfluenced by emotions or personal prejudices. Based on observable phenomena; presented factually.
Tolerant	Compassion	Inclined to tolerate the beliefs, practices, or traits of others; forbearing. Permissive, able to withstand extremes.
Reserved	Introversion	Held in reserve; kept back or set aside. Marked by self-restraint and reticence. Cool or formal in manner; restrained, silent, or reticent
Spontaneous	Unstructured	Happening or arising without apparent external cause; self-generated. Arising from a natural inclination or impulse and not from external incitement or constraint. Unconstrained and unstudied in manner or behavior.
Traditional	Conventional	Relating to, or in accord with tradition. Pertaining to time-honored orthodox doctrines. Adhering to what is commonly accepted old fashioned, old, established, conventional, standard, fixed, usual, orthodox, accustomed, customary, ancestral, long-established.
Questioning	Detachment	An expression of inquiry that invites or calls for a reply. An interrogative sentence, phrase, or gesture. Open to controversy.
Enthusiastic	Extroversion	Having or showing great excitement and interest.
Daring	Adventurous	Willing to take or seek out risks; bold and venturesome. Bold or adventurous; reckless. Courage in taking risks.
Precise	Conscientious	Clearly expressed or delineated; definite. Exact, as in performance, execution, or amount; accurate or correct. Conforming strictly to rule.
Predictable	Conventional	To state, tell about, or make known in advance, especially on the basis of special knowledge. To tell about something in advance of its occurrence by means of special knowledge or inference.
Sympathetic	Compassion	Expressing, feeling, or resulting from sympathy. Favorably inclined. Agreeably suited to one's disposition or mood; congenial.
Blunt	Dominant	(Of people, manner of speaking, etc.) Lacking refinement, sensitivity or subtlety; straightforward and uncomplicated
Social	Extroversion	Inclined to seek out or enjoy the company of others; sociable. Spent in or marked by friendly relations or companionship. Intended for convivial activities.
Pliable	Compliant	Easily bent or shaped. Receptive to change; adaptable. Easily influenced, persuaded, or swayed.

Using your Consultant Manual, write down the definition for each of the following Skill groups.

Interpersonal: People skills are natural strength. Ability to communicate effectively & ~~you~~ strong interest in people.

Management: excel at coordinating activities of others. Ability to motivate & persuade others. Have convincing leadership, adept at delegation & making decisions.

Organizational: Excel @ assembling, storing & retrieving information, data & items in systematic fashion.

Athletic: High level phys. coordination, athletic skills, hand-eye coordination, Desire to compete.

Musical: Inate ability to express rhythm, play instruments, interpret & express emotions or ideas vocally; understand music symbols, theory & differentiate qualities & pitches of tone.

Using your Consultant Manual, write down the definition for each of the following Value terms.

Work Environment Values

Adventure: Likely to be where the action is even when somewhat risky. Experiencing adventure & working with unknown & unexpected keeps you motivated at work.

Challenge: Need opportunity to solve problems & work "make or break" issues. Look for difficult assignments & obstacles to overcome. Controversy is not a problem because you will enjoy restoring order where there is chaos.

Work Outcome Values

High Income: You value being highly rewarded financially for your efforts at work. You believe high income level is a factor needed to feel successful in your work.

Helping Others: Contribute to the welfare & growth of others is important to you & should be an integral part of your work. Occupational choice should afford the opportunity to express concern for others.

Life Values

Aesthetics: Artistic expression & creativeness are high priorities. Enjoy activities that make life more beautiful, use emotional sensitivity & freely express creative views & talents.

Integrity: Honesty in every area of life. Make every effort to keep commitments & live by the highest standard of fairness & truth. Must carefully evaluate work environment to not compromise integrity. Evaluate (of leadership)

products & services as well.

Sub Factor	Factor	Definition
Neutral	Compassion	Not aligned with, supporting, or favoring either side in a war, dispute, or contest. Belonging to neither side in a controversy.
Verbal	Extroversion	Relating to, or using words, as opposed to ideas, etc. Oral rather than written.
Independent	Dominant	Not governed by a foreign power; self-governing. Free from the influence, guidance, or control of another or others; self-reliant.
Organized	Conscientious	Functioning within a formal structure, as in the coordination and direction of activities. Efficient and methodical. Planned and controlled on a large scale and involving many people. Orderly and efficient.
Content	Cautious	Desiring no more than what one has; satisfied. Ready to accept or acquiesce; willing. Mentally or emotionally satisfied with things as they are. Assenting to or willing to accept circumstances, a proposed course of action, etc. Peace of mind; mental or emotional satisfaction.
Conforming	Compliant	To correspond in form or character; be similar. To act or be in accord or agreement; comply
Achieving	Conscientious	To accomplish something successfully; performs at a standard or above standard level. To perform or carry out with success; accomplish. To attain with effort or despite difficulty.
Conservative	Cautious	Favoring traditional views and values; tending to oppose change. Traditional or restrained in style. Moderate; cautious.
Tactful	Compliant	Having or showing a sense of what is fitting and considerate in dealing with others; showing skill and sensitivity in dealing with people

Using your Consultant Manual, look up and define the following Interests, and write some occupation suggestions.

Consumer Science

Definition: menu planning, catering, hair stylist - food sci, home ec, rest. mgmt

Potential Occupation: hair stylist, child care, fashion merchandiser

Religious

Definition: Provide spiritual/religious guidance & listening to problems

Potential Occupation: pastor, evangelist, missionary, pastoral counselor

Technical Science

Definition: Plan-design-construction projects

Potential Occupation: Engineer, Architect

Athletic

Definition: Competing while using athletic skills

Potential Occupation: teach sports, scouting, coaching, phys. trainer

Customer Service

Definition: Greeting visitors, giving info to callers, assisting customers

Potential Occupation: Scheduler, hotel front desk, cashier