

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

<u>desk clerk</u>	Conventional	<input type="text" value="1"/>	Dominance	<u>Coach</u>
<u>Stocking clerk</u>	Introversion	<input type="text" value="4"/>	Conscientious	<u>Cleaning staff</u>
<u>Park Ranger</u>	Unstructured	<input type="text" value="3"/>	Compassion	<u>social worker</u>
<u>Human resources Officer</u>	Compliance	<input type="text" value="5"/>	Adventurous	<u>Pro mountain biker</u>
<u>IT specialist</u>	Detachment	<input type="text" value="6"/>	Innovative	<u>software engineer</u>
<u>OSHA inspector</u>	Cautious	<input type="text" value="2"/>	Extroversion	<u>events planner</u>

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

**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
Improvising	Unstructured	To invent, compose, or perform with little or no preparation.
Ambitious	Adventurous	Full of, characterized by, or motivated by ambition. Ready to try or showing much effort; challenging. Having a strong desire for success or achievement, necessitating extraordinary effort or ability, having a great desire; eager.
Indifferent	Unstructured	Having no particular interest or concern; apathetic. Having no marked feeling for or against. Showing no care or interest; uninterested.
Clever	Innovative	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 and mental alertness.
Distant	Introversion	Far apart in relationship and mentally, aloof or chilly.
quiet	introversion	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.

<b>Sub Factor</b>	<b>Factor</b>	<b>Definition</b>
Assertive	Dominance	Confident and direct in claiming one's rights or putting forward one's views; Given to making assertions or demands; dogmatic or aggressive
<b>Supportive</b>	<b>Compassion</b>	Furnishing support or assistance. Helpful, caring, encouraging, understanding, reassuring, sympathetic.
Imaginative	Innovative	Having a lively imagination, especially a creative imagination. Created by, indicative of, or characterized by imaginative creativity. Tending to indulge in the fanciful or in making believe.
<b>Objective</b>	<b>detachment</b>	Uninfluenced by emotions or personal prejudices. Based on observable phenomena; presented factually.
<b>Tolerant</b>	<b>detachment</b>	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; reserved, silent, or reticent
Spontaneous	Unstructured	Happening or arising without apparent external cause or generated. Arising from a natural inclination or impulse, not from external incitement or constraint. Unconstrained and unstudied in manner or behavior.
Verbal	Extroversion	Relating to, or in accord with tradition. Pertaining to traditional or 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.
<b>Enthusiastic</b>	<b>Extroversion</b>	Having or showing great excitement and interest.
<b>Daring</b>	<b>Aventurous</b>	Willing to take or seek out risks; bold and venturesome 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.
<b>Blunt</b>	<b>Dominance</b>	(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; spent in or marked by friendly relations or companionship. Intended for convivial activities.
<b>Pliable</b>	<b>Compliance</b>	Easily bent or shaped. Receptive to change; adaptable, influenced, persuaded, or swayed.

Sub Factor	Factor	Definition
Neutral	Detachment	Not aligned with, supporting, or favoring either side in a dispute, or contest. Belonging to neither side in a conflict.
verbal	extroversion	Relating to, or using words, as opposed to ideas, etc. rather than written.
Independent	Dominance	Not governed by a foreign power; self-governing. Free from the influence, guidance, or control of another or other powers.
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	Compliance	To correspond in form or character; be similar. To act in accord or agreement; comply
Achieving	Conscientious	To accomplish something successfully; performs at a superior or above standard level. To perform or carry out with effort to 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; conservative.
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**

Consumer Science

Definition: menu planning, catering, decorating, hair styling, and personal care.

Potential Occupations: Chef, Catering company, event planner, barber

Religious

Definition: Providing spiritual guidance to churches, encourage church participation, missionary work

Potential Occupations: Priest, social worker, pastor

Technical Science

Definition: strong desire to plan, design, and be involved in the construction of buildings, roads, airports

Potential Occupations: IT specialist, software developer, engineer

Athletic

Definition: Competing w/athletic skills, team sports, coaching, teaching, scouting athletics.

Potential Occupations: coach, pro player, manager, owner

Customer Service

Definition: Greeting visitors, providing information, assisting customers, scheduling, registering guests

Potential Occupations: receptionist, front desk clerk, phone customer representative

**Using your Consultant Manual, write down the definition for each of the following Skills**

Interpersonal: People skills, effective communication, strong interest in people. Naturally generated opportunities.

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Management: An ability to excel at coordinating the activities of others. Ability to persuade or motivate others.

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Organizational: Excel at assembling storing and retrieving information, data, and items in a systematic fashion.

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Athletic: High level of physical coordination, athletic skills, hand eye coordination, and deep desire to compete.

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Musical: Innate ability to express rhythm, play musical instruments, interpret and express emotions through music.

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**Using your Consultant Manual, write down the definition for each of the following Values**

**Work Environment Values**

Adventure: Desire to be where the action is even when it is somewhat risky. Experiencing the unknown and new.

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Challenge: Need opportunity to solve tough problems and work "make or break" issues. Look for difficult assignments.

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**Work Outcome Values**

High Income: You value being highly rewarded financially for your efforts at work. You believe high income is important.

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Helping Others: Contributing to the welfare and growth of the others is important to you and should be an integral part of your work.

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**Life Values**

Aesthetics: Artistic expression and creative are high priorities. You enjoy activities that make life more beautiful.

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Integrity: Honesty in every area of your life is important to you. Keeping commitments, living to the highest ethical standards.

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