

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

	Conventional	1		Dominance	
	Introversion	2		Conscientious	
	Unstructured	3		Compassion	
	Compliance	4		Adventurous	
	Detached	5		Innovative	
	Cautious	6	2	Extroversion	

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	Social	Sympathetic
Tactful	Tolerant	Traditional	Verbal			

Factors

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

Sub Factor	Factor	Definition
		To invent, compose, or perform with little or no preparation.
		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.
		Having no particular interest or concern; apathetic. Having no marked feeling for or

		against. Showing no care or concern; uninterested
		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.
		Far apart in relationship and mentally, aloof or chilly.
		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
		Confident and direct in claiming one's rights or putting forward one's views; Given to making assertions or bold demands; dogmatic or aggressive
		Furnishing support or assistance. Helpful, caring, encouraging, understanding, reassuring, sympathetic.
		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.
		Uninfluenced by emotions or personal prejudices. Based on observable phenomena; presented factually.
		Inclined to tolerate the beliefs, practices, or traits of others; forbearing. Permissive, able to withstand extremes.
		Held in reserve; kept back or set aside. Marked by self-restraint and reticence. Cool or formal in manner; restrained, silent, or reticent
		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.
		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.
		An expression of inquiry that invites or calls for a reply. An interrogative sentence, phrase, or gesture. Open to controversy.

		Having or showing great excitement and interest.
		Willing to take or seek out risks; bold and venturesome. Bold or adventurous; reckless. Courage in taking risks.
		Clearly expressed or delineated; definite. Exact, as in performance, execution, or amount; accurate or correct. Conforming strictly to rule.
		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.
		Expressing, feeling, or resulting from sympathy. Favorably inclined. Agreeably suited to one's disposition or mood; congenial.
		(Of people, manner of speaking, etc.) Lacking refinement, sensitivity or subtlety; straightforward and uncomplicated
		Inclined to seek out or enjoy the company of others; sociable. Spent in or marked by friendly relations or companionship. Intended for convivial activities.
		Easily bent or shaped. Receptive to change; adaptable. Easily influenced, persuaded, or swayed.
Sub Factor	Factor	Definition
		Not aligned with, supporting, or favoring either side in a war, dispute, or contest. Belonging to neither side in a controversy.
		Relating to, or using words, as opposed to ideas, etc. Oral rather than written.
		Not governed by a foreign power; self-governing. Free from the influence, guidance, or control of another or others; self-reliant.
		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.
		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.
		To correspond in form or character; be similar. To act or be in accord or agreement; comply

		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.
		Favoring traditional views and values; tending to oppose change. Traditional or restrained in style. Moderate; cautious.
		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.

Customer Service	
Definition	
Potential Occupation	
Religious	
Definition	
Potential Occupation	
Athletic	
Definition	
Potential Occupation	
Consumer Service	
Definition	
Potential Occupation	

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

Interpersonal:	
Management:	
Organizational:	
Athletic:	
Musical:	

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

Work Environment Values	
Adventure:	
Challenge:	

Work Outcome Values	
High Income:	
Helping Others:	

Life Values	
Aesthetics:	
Integrity:	