- - (7%)	- (24%)	= (38%)	+ (24%)	++ (7%)

N: NEED FOR STABILITY

THE DEGREE TO WHICH WE RESPOND TO STRESS

RESILIENT (N-) **RESPONSIVE (N=)** REACTIVE (N+)

RESPONSIVE: Normally tends to be calm, secure, and steady. Some surprises, pressures, difficult situations, and stressful circumstances can lead to some worry, anger, discouragement, or other stressful responses. Has a moderate threshold for handling workplace stress. May need a moment to get over a crisis before resuming regular activities or moving into problem-solving mode.

E: EXTRAVERSION

THE DEGREE TO WHICH WE TOLERATE SENSORY STIMULATION FROM PEOPLE/SITUATIONS

INTROVERT (E-) AMBIVERT (E=) **EXTRAVERT (E+)**

EXTRAVERT: Prefers being around other people and involved in activities. Naturally talkative, enthusiastic, sociable, warm, trusting and fun loving. May become the formal or informal leader in a work team. Usually comfortable with lots of sensory stimulation and meetings. May be perceived as talking too much. May also lack some listening skills because of the tendency to dominate conversations

O: ORIGINALITY

THE DEGREE TO WHICH WE ARE OPEN TO NEW EXPERIENCES / NEW WAYS OF DOING THINGS

PRESERVER (O-) MODERATE (O=) **EXPLORER (O+)**

EXPLORER: Tends to have a variety of interests. Likes cutting-edge technology and strategic ideas. Seeks new experiences and thinks about the future. May describe self as a strategic thinker, creative, imaginative, or artistic. Is probably more liberal than most and enjoys theory and concepts. May be perceived as impractical and easily bored.

A: ACCOMMODATION

THE DEGREE TO WHICH WE DEFER TO OTHERS

CHALLENGER (A-) NEGOTIATOR (A=) ADAPTER (A+)

CHALLENGER: Tends to relate to others by being expressive, tough, guarded, persistent, competitive, or aggressive. Often independent in thought, asking questions to protect self-interests and to make sure of being right or winning. May not accept information without checking. Could come across to others as hostile, rude, self-centered, proud, hard-headed, and not a team player

C: CONSOLIDATION

THE DEGREE TO WHICH WE PUSH TOWARDS GOALS

FLEXIBLE (C-) **BALANCED (C=)** FOCUSED (C+)

BALANCED: Tends to keep both work demands and personal needs in good balance. Mind typically operates like both parallel and serial processor, switching tracks and proceeding linearly. Probably more ambitious than a Flexible, yet probably more prone to enjoy leisure than a Focused. Occasionally able to interrupt focus on goals with some spontaneous diversions

- -	-	=	+	++

0 35 45 55 65 100

© 2001, 2004, 2008 CENTER FOR APPLIED COGNITIVE STUDIES. ALL RIGHTS RESERVED.