



Competency	Scores	Summary
Intuition & Empathy	0-3	They will be very direct and blunt in their communication style. They don't see the uniqueness in people and won't gravitate toward relationship building.
	4-5	They will be direct and blunt, more so when under stress. Somewhat clear on seeing the uniqueness in people but may not gravitate toward relationship building.
	6	Extremely aware of the uniqueness of others and will have very clear intuition and will be accurate in reading and evaluating people. Not as relationship oriented as higher scores.
	7-8	Naturally aware of the uniqueness of others but not as accurate as a 6. They love being in a role where they have people interaction and can build relationships.
	9-10	Overly attentive to the uniqueness of others and, as such, may over-believe and trust in people. They are strong relationship builders but need a role where they are helping people.
Results Orientation & Decisiveness	0-3	They may have difficulty taking action, making decisions in areas that are new to them, responding to change, and acting on new opportunities. They prefer to research, plan, organize, and not be rushed.
	4-5	They will be cautious about taking action, making decisions, responding to change, and acting on new opportunities, especially when it is new to them. They like to plan, organize, and think long-term.
	6	Extremely attuned to and adept at the social, political, and practical aspects of business and people. They are energized by activities that get tangible results. They have energy.
	7-8	Naturally aware of and attentive to the social, political, and practical aspects of business and people. Very energized by activities that get tangible results. They are impatient and have energy.
	9-10	Excessively attentive to the social, political, and practical aspects of business and people. They see everything and everyone through a practical, useful, and calculating filter. Major energy and impatience, so roles with a lot of attention to detail could be an issue.
Adherence & Organization	0-3	Could be rebellious toward rules and absolutes being imposed on them and may feel the need to express their individuality.
	4-5	May be mildly rebellious toward rules and absolutes being imposed on them and may feel the need to express their individuality. Clearer about rules than lower scores.
	6	Attentive and very clear on the value of organizing, rules, order, policies, and plans. They are open and receptive to considering new ideas.
	7-8	Usually attentive to the value of rules, order, policies, and plans. They have ideas and concepts about how things and other people should be but are usually open to consider new ideas and concepts.
	9-10	May be overly focused on rules, order, policies, and plans. Can be dogmatic and inflexible about their beliefs.



Competency	Scores	Summary
Types of Reasoning	A, B, C	Analytical, linear, and logical thinker and will communicate using this linear logic.
	D, E, F	Intuitive thinker and communicator. They will like some variety in their work.
	G, H, I, J, K	Unconventional, outside-the-box thinker and communicator. They have to have variety and the ability to think outside the box in their role, and they may dislike organized routine.
Self View	0-3	They will be hard on themselves and can be either very sensitive or defensive when faced with rejection and/or critique of their work.
	4-5	They are sensitive enough to feel rejection or correction but tough enough not to be decimated by it. They will have a good level of courage.
	6-10	They have a natural attentiveness to and awareness of their inner worth. This results in courage, confidence, resiliency, and being thick-skinned. They may like to be the leader or be part of the inner circle and have their ideas and opinions solicited.
Self-Awareness	0-3	They are team-oriented with lower ego. They may be extremely under-confident and shy away from situations where they need to initiate and make things happen or have to negotiate and persuade. They will have a hard time with self-promotion.
	4-5	They are team-oriented with lower ego. When under stress, they may be under-confident and shy away from situations where they need to initiate and make things happen or have to negotiate and persuade. They may not accurately self-promote.
	6	They are precise in their ability to access their own strengths and weaknesses, are confident and competitive, and like to win.
	7-8	They are confident and competitive. They like to win and to be recognized for their achievements and accomplishments. They like to initiate, and they have energy.
	9-10	They love recognition, are excessively confident and competitive, and they have to win. They may overvalue their abilities and accomplishments.
Self Expectations	0-3	They may be confused about their future direction and/or could be under major stress. They may lack initiative and drive and may not know what they want to commit to.
	4-5	They are somewhat uncertain about their future direction and/or could be under stress. They may have swings in initiative.
	6	They are able to think accurately and optimistically about their future direction. They know what they want to commit to and will be consistent.
	7-8	They have an accurate self-concept and image, and they will be attentive to fulfilling their responsibilities and commitments.
	9-10	They are internally driven and directed, pushing themselves to continually achieve. They are goal-oriented and persistent and may be excessive about fulfilling their commitments.
Attention Balance	0.3	They may work best in roles where individual performance is rewarded and when they have periods in the day when they only have to focus on their priorities and responsibilities.
	.7, 1, & 1.7	They can juggle focusing on other people's needs and interests as well as their own.
	3	When under stress, they are clearer focusing on the needs and interests of other people, and they may internalize stress.