



JobFitTM executive

Quick Reference

PROFESSIONAL TRAITS

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JobFit Executive Professional Traits

The JobFit Executive Professional Traits scales provide additional insight into an individual. These behaviours will provide a better understanding of their approach to the workplace.

Scales Definitions

Professional Trait	Definition
Independence	Tendency to be self-reliant, self-directed and make own decisions.
Decisiveness	The tendency to make timely decisions and be willing to accept the risk.
Objectivity	The tendency to base decisions and actions on hard facts and information versus intuition.
Resilience	Tendency to overcome setbacks and to persevere through difficult situations.

Quick Reference

Low Score	Scale	High Scores
Requires as much information and time as possible to make decisions, rarely changes mind.	DECISIVENESS <i>(SPEED OF DECISIONS)</i>	Accepts the risk of making decisions; makes quick decisions relying on any information available.
Loses interest in tasks before completion, obstacles and setbacks seen as failures.	RESILIENCE <i>(OVERCOMING OBSTACLES)</i>	Highly committed, determined in completing tasks, views setback as learning opportunities.
Seeks support, dependent on structure, prefers close supervision, checks in with team.	INDEPENDENCE <i>(NEED FOR AUTONOMY)</i>	Likes to set down direction, slow to seek guidance, takes initiative
Relies on feelings and intuition, spends little time researching options, acts instinctively.	OBJECTIVITY <i>(INTUITION OF FACTS)</i>	Researches all options, pays little attention to emotion, gathers as much information as possible.