



Quick Reference

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THINKING

Reasoning Ability

Definition	
A measure of expected learning, reasoning, and problem solving potential.	
Low	High
Hands-on and Repetition learning	Quick to learn, capacity to adapt

PERSONALITY

Take Charge

Definition	
The tendency to strive for control of people and situations and to lead more than follow.	
Low	High
Low need to control others Follower	Comfortable with leading others

Attitude

Definition	
The tendency to have a positive or optimistic outlook regarding people and outcomes.	
Low	High
Skeptical or critical of others	Trusting and optimistic

Sense of Urgency

Definition	
Tendency to display stamina and an eagerness for immediate results.	
Low	High
Relaxed, patient, focused	Eager, energetic, impatient

People Contact

Definition	
The tendency to be outgoing, people-oriented, and to participate with others.	
Low	High
Avoids small-talk, reserved	Outgoing, people oriented