

Emotional balance

 Equality	Respect The extent to which the person respects and looks up to other people.	Respectful 
 Self-sufficient	Need for support The extent to which the person needs support from the people around her.	Appreciates support 
 Self-reflective	Self-esteem The extent to which the person has self-esteem and mental stability	Confident 
 Involved	Stress management & pressure The extent to which the person can manage pressure and stressful situations.	Stable 

Motives

 Satisfied	Ambition & challenges The extent to which the person is competitive, is willing to strive to be successful and looks for challenges.	Focus on achievements 
 Focus	Variety The extent to which the person needs variety.	Diverse 
 Humble	Need for status The extent to which the person needs to be held in high esteem and demands recognition for her work and achievements.	Presentable 

Social talents

 Gives way to others	Extraversion The extent to which the person likes to stand out and leans toward extravert behavior.	Stands out 
 Individualistic	Sociability & contact The extent to which the person needs friendship and social contact.	Uniting 
 Factual	Social empathy The extent to which the person has a, not necessarily functional, intrinsic interest in peoples problems and in analyzing other peoples behavior.	Empathetic 
 Level-headed	Helpfulness The extent to which the person is willing to help and support others.	Service-oriented 
 Groundbreaking	Conformity The extent to which the person adapts and conforms to different surroundings.	Dutiful 






Influencing talents

	Cooperative	Dominance The extent to which the person acts powerfully and dominantly.	Directing	
	Changes priorities	Persistence The extent to which the person persists and perseveres.	Perseveres	
	Patient	Energy & action The extent to which the person has the energy to perform tasks and to achieve goals.	Enterprising	
	Tolerant	Confrontation The extent to which the person dares to react in a confrontational manner and sets verbal boundaries.	Assertive	

Leadership

	Team-oriented	Independent thinking & acting The extent to which the person needs autonomy and independence in forming her judgments and actions	Autonomous	
	Compliant	Responsibility & leadership The extent to which the person wants to be in charge and take responsibility.	Leading	
	Deliberating	Decision making The extent to which the person takes clear positions, makes and stands by decisions.	Problem-solving	

Organizational talents

	Creative	Order & structure The extent to which the person needs a structured approach, order and neatness.	Precise	
	Abstract-thinking	Pragmatism The extent to which the person values a practical and useful approach and adopts a practical attitude.	Practical	
	Process-oriented	Purposiveness The extent to which the person is focused on (defined) goals and results.	Goal-oriented	