Dimensions, drives and talents

**Emotional balance**

- **Respect**
  The extent to which the person respects and looks up to other people.
  - Respectful

- **Need for support**
  The extent to which the person needs support from the people around her.
  - Appreciates support

- **Self-esteem**
  The extent to which the person has self-esteem and mental stability.
  - Confident

- **Stress management & pressure**
  The extent to which the person can manage pressure and stressful situations.
  - Stable

**Motives**

- **Ambition & challenges**
  The extent to which the person is competitive, is willing to strive to be successful and looks for challenges.
  - Focus on achievements

- **Variety**
  The extent to which the person needs variety.
  - Diverse

- **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**

- **Extraversion**
  The extent to which the person likes to stand out and leans toward extravert behavior.
  - Stands out

- **Sociability & contact**
  The extent to which the person needs friendship and social contact.
  - Uniting

- **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

- **Helpfulness**
  The extent to which the person is willing to help and support others.
  - Service-oriented

- **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.

**Changes priorities**
- Directing: The extent to which the person persists and perseveres.

**Patient**
- Perseveres: The extent to which the person has the energy to perform tasks and to achieve goals.

**Tolerant**
- Enterprising: The extent to which the person dares to react in a confrontational manner and sets verbal boundaries.

**Leadership**

**Team-oriented**
- Autonomous: The extent to which the person needs autonomy and independence in forming her judgments and actions.

**Compliant**
- Leading: The extent to which the person wants to be in charge and take responsibility.

**Deliberating**
- Problem-solving: The extent to which the person takes clear positions, makes and stands by decisions.

**Organizational talents**

**Creative**
- Precise: The extent to which the person needs a structured approach, order and neatness.

**Abstract-thinking**
- Practical: The extent to which the person values a practical and useful approach and adopts a practical attitude.

**Process-oriented**
- Goal-oriented: The extent to which the person is focused on (defined) goals and results.