

Definitions

Aggressiveness - Being assertive and taking charge.

Authority Relationships - Demonstrating cooperation and respect for leaders.

Closure - Agreeing upon and completing courses of action with others.

Commitment - Supporting the organization's goals and directives.

Communications - Giving and receiving information.

Competitiveness - Obtaining advantage through team or individual effort(s).

Concentration - Focusing and avoidance of distractions.

Conflict Management - Weighing in on and resolving differences.

Creativeness - Envisioning new options, either practical or theoretical.

Decisiveness - Choosing a course of action with speed and ease.

Detail Orientation - Attention to facts and experiences making one a competent and skilled expert.

Ego - Gaining respect and demonstrating confidence.

Emotional Composure - Maintaining professionalism and poise.

Goal Orientation - Seeking challenges toward reaching objectives.

Influence - Gaining acceptance of ideas.

Initiative - Taking action without being told.

Instructiveness - Coaching, teaching or sharing information with others.

Intensity - Effectively controlling stress.

Intimacy - Sensing what others are feeling and responding to their needs.

Learning - Advancing knowledge, skills and abilities.

Listening - Seeking to understand what others are saying.

Mobility - Accommodating to requirements for moving about and/or travel.

Negotiating - Bargaining effectively for a strongly held position.

Planning - Thinking and organizing strategies, for either near or long-term.

Presentation Style - Holding others' attention while presenting.

Response to Change - Modifying work practices to accommodate new direction.

Schedule Orientation - Creating and meeting time commitments.

Self Responsibility - Taking personal accountability.

Sociability - Building a network of relationships.

Structure - Creating order and staying organized.

Task Completion - Staying with a task until it has been thoroughly accomplished.

Time Competency - Managing time efficiently.

Vitality - Maintaining energy and stamina.