













## Emotional balance

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

## Motives

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

## Social talents

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

## Influencing talents

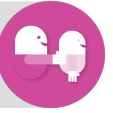


**Cooperative**

**Dominance**

The extent to which the person acts powerfully and dominantly.

**Directing**



**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**



**Changes priorities**

**Persistence**

The extent to which the person persists and perseveres.

**Perseveres**



## Leadership



**Deliberating**

**Decision making**

The extent to which the person takes clear positions, makes and stands by decisions.

**Problem-solving**



**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**



## Organizational talents



**Process-oriented**

**Purposiveness**

The extent to which the person is focused on (defined) goals and results.

**Goal-oriented**

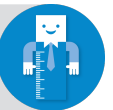


**Creative**

**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**

