

# GLOSSARY OF TRAITS

## Mental Profile

### *Thinking Style*

Conceptual Thinking:	Attracted to complex ideas, concepts and theories.
Concrete Thinking:	Uninterested in ideas, concepts and theories; thinking focused on concrete issues.
Concerned w/Present:	Directs attention to immediate, day-to-day events and activities.
Unconcerned w/Present:	Unconcerned with immediate needs and day-to-day activities.
Concerned w/Future:	Interested in long-range planning; goal oriented.
Unconcerned w/Future:	Has little interest in long-range planning.
Flexible:	Can change and adapt thinking to the situation; mentally versatile.
Inflexible:	Unwilling to adapt or change viewpoints; rigid, stubborn thinking.
Adventurous:	Willing to explore experimental and daring ideas and opportunities.
Cautious:	Carefully evaluates matters before proceeding.
Analytical:	Has ability to dissect, scrutinize and critique information and situations.
Non-Analytical:	Does not analyze or scrutinize information; accepting of facts without evaluation.
Investigative:	Searches, probes and explores issues; a questioning, inquiring mind.
Non-Investigative:	Not interested in probing, exploring or questioning events or information; has little curiosity.
Creative Thinking:	Has original and innovative ideas and solutions.
Conventional Thinking:	Follows traditional methods and procedures; not innovative or creative.
Rapid Comprehension:	Learns new information quickly.
Slow Comprehension:	Learns and assimilates new information slowly.

### *Self-Control*

Disciplined:	Practices self-control; good self-command.
Undisciplined:	Exhibits little self-control or restraint.
Patient:	Has ability to wait calmly; tolerant of slow processes and delays.
Impatient:	Has difficulty tolerating slow processes; becomes hasty and upset when delayed.
Focused Concentration:	Sustains focus of attention despite distractions.
Easily Distracted:	Has trouble focusing thoughts; lacks concentration.
Persistent:	Endures until goals are reached; not easily sidetracked or discouraged.
Gives-up Easily:	Lacks persistence and tenacity; quits when difficulties arise.

### *Effectiveness*

Efficient:	Thinking is relevant, clear and productive.
Inefficient:	Thinking is unclear, irrelevant and unproductive.
Organized:	Orderly, well-structured, systematic thinking.
Disorganized:	Poorly structured, disorderly thinking.
Attentive-to-Details:	Thorough; attends to the small aspects of a task.
Inattentive-to-Details:	Not thorough; does not attend to the small aspects of a task.
Simplifies Issues:	Skilled at simplifying difficult and complex problems and issues.
Complicates Issues:	Elaborates unnecessarily; considers too many variables.

### *Judgment*

Logical:	Reasonable, rational thinking; decisions are based upon facts.
Intuitive:	Insightful and sensitive perceptions; instinctive understanding.
Able to Discriminate:	Able to distinguish subtle differences.
Unable to Discriminate:	Has trouble distinguishing subtle differences.
Objective:	Fair, impartial judgment; ability to put personal opinions and feelings aside.
Subjective:	Judgment is influenced by personal opinions and feelings; emotional reactions.
Shrewd:	Cunning, clever and resourceful in business and practical affairs.
Naive:	Unsuspecting and immature perceptions; gullible.
Decisive:	Skilled in decision-making; makes decisions easily.
Indecisive:	Hesitant and unsure when making decisions.



## Social Profile

### *Social Behaviors*

Sophisticated:	Displays social grace and skill; appropriate social behavior.
Unsophisticated:	Lacks social grace and skill; inappropriate social behavior.
Independent:	Self-directed and self-reliant; works well alone.
Dependent:	Relies upon others for direction and instruction.
Adaptable:	Adjusts easily to different types of people and situations.
Unadaptable:	Has difficulty adjusting to unfamiliar social situations.
Outgoing:	Extroverted, friendly and sociable.
Aloof:	Detached, reserved, and distant in social situations.
Spontaneous:	Prompt, unplanned, natural reactions in social settings.
Controlled:	Preplanned and careful social behavior; not impulsive.
Domineering:	Over-bearing, oppressive and controlling of others.
Submissive:	Excessively yielding and subservient.
Modest:	Humble and unassuming, does not seek attention.
Conceited:	Attitude of superiority; vain and arrogant.
Indifferent-to-Criticism:	Unaffected by the negative attitudes or criticisms of others.
Sensitive-to-Criticism:	Becomes touchy and upset when critiqued or analyzed.
Confident:	Has faith in personal abilities; self-assured.
Lacks Confidence:	Unsure of oneself in the presence of others.

### *Treatment of Others*

Generous:	Giving and unselfish; bighearted.
Selfish:	Self-serving; uninterested in the welfare of others.
Kind:	Gentle and considerate of others.
Harsh:	Hard and inconsiderate; shows little kindness to others.
Non-Critical:	Does not attack and judge others; accepting.
Critical:	Too quick to attack and judge others; fault-finding.
Trusting:	Readily accepts people without question; has faith in others.
Suspicious:	Questions the intentions of others; distrustful of people's motives.
Cooperative:	Helpful and agreeable attitude.
Defiant:	Resists authority; challenging and uncooperative.

### *Communications Style*

Persuasive:	Able to convince and influence the minds and actions of others.
Unpersuasive:	Unable to sway or influence people.
Diplomatic:	Handles interpersonal politics tactfully.
Tactless:	Lacks diplomacy in interpersonal relations; socially rude and insensitive.
Secretive:	Discreet in handling private information; able to keep secrets.
Divulging:	Discloses information freely; has difficulty keeping secrets.
Articulate:	Skilled communicator; expresses thoughts clearly and fluently.
Inarticulate:	Has difficulty expressing thoughts clearly; speech lacks fluency.
Honest/Sincere:	Genuine and truthful; will not mislead others.
Insincere:	Relates in a pretentious and dishonest manner; can mislead others.
Direct:	Communicates openly; discusses issues head-on.
Evasive:	Avoids disclosing information when advantageous; purposefully vague and ambiguous.
Non-Sarcastic:	Will not make caustic comments or remarks.
Sarcastic:	Uses cutting, hostile humor to hurt others.
Understates:	Understates and undercalculates issues.
Exaggerates:	Blows reality out of proportion; embellishes and overstates descriptions.



## Motivational Profile

### *Motivational Interests*

Challenge:	Enjoys overcoming obstacles and difficulties.
Security:	Motivated by job and family security.
Power:	Seeks opportunities for leadership and control.
Uninterested in Power:	Not interested in controlling or directing others.
Self-Motivated:	Has inner drive to achieve; does not require encouragement from others.
Praise:	Motivated and inspired by encouragement and peer support.
Ideas/Concepts:	Interested in ideas, concepts and theories.
Practical Interests:	Interested in short-term goals and present circumstances.
Benevolence:	Seeks opportunities to do good to others even at personal expense.
Self-Serving:	Interested in opportunities to enhance self at the expense of others.
Curious:	Investigative and inquisitive mind.
Lacks Curiosity:	Accepts things without question.
Materialistic:	Motivated by tangible reward or compensation for work performed.
Non-Materialistic:	Not motivated by material reward and compensation.

### *Motivational Influences*

Energetic:	Has stamina, vitality and enthusiasm.
Lacks Energy:	Lacks stamina, vitality and enthusiasm.
Task-Oriented:	Motivated by tasks and projects; enjoys work assignments.
Not Task-Oriented:	Not interested in or motivated by tasks or projects.
People-Oriented:	Motivated by social involvement; enjoys people interaction.
Not People-Oriented:	Not interested in or motivated by social interaction.
Handles Pressure Well:	Copes well under stressful and demanding conditions.
Handles Pressure Poorly:	Has difficulty handling stressful and demanding conditions.



## Emotional Profile

### *Mood Outlook*

- Optimistic: Maintains a hopeful and positive outlook.
- Depressed: Discouraged; feels helpless and down.
- Over-Controls: Feelings held back; restrains and suppresses emotions.
- Lacks Control: Uncontrolled emotional reactions; impulsive expression of feelings.
  - Stable: Consistent moods and behavior; emotionally stable.
  - Moody: Inconsistent moods; emotions change easily.
- Subdued: Emotions are only lightly experienced; lack of emotional intensity.
  - Intense: Strong and deeply felt emotions.
    - Calm: Mild and serene; not easily excited.
- Excitable: Becomes emotional easily; feelings surface quickly.
- Mature: The degree of mental, social and emotional development and refinement achieved.
- Immature: Inadequate development of personality in mental, social and/or emotional areas.

### *Anger Profile*

- Irritable: Aggravated, annoyed and touchy.
- Jealous: Demands exclusive devotion; distrustfully watchful and possessive.
- Resentful: Not inclined to forgive insults or mistreatment; holds grudges.
- Sarcastic: Attacks others through bitter, cutting humor.

### *Fear Profile*

- Represses: Does not acknowledge one's feelings; ignores unpleasant experiences.
- Anxious: Apprehensive, worried and tense.
- Withdraws: Retreats emotionally from conflict or confrontation.
- Rationalizes: Devises excuses to explain inappropriate behavior.
- Defensive: Unwarranted anticipation of attack; overly self-protective.

### *Miscellaneous*

- Substance Abuse Risk: The degree to which one is prone to addictive substances and behavior.