

 **Core Traits (Strengths)**

Trait	Trait description
Ethics	<p>Sees no need for pretence, and is candid, frank and sincere.</p> <p>High scorers on this scale see no need for pretence or manipulation when dealing with others and are therefore candid, frank, and sincere. Low scorers believe that a certain amount of deception in social relationships is necessary. However, they are not unprincipled or immoral. They are simply more guarded and less willing to reveal the whole truth.</p>
Orderliness	<p>Good at identifying opportunities and seeing the possibilities in a situation.</p> <p>People who score high on this scale tend to be methodical, well-organized, and diligent. They have a desire for order, and enjoy working with systems and processes where there is a 'place for everything, and everything is in its place'. High scorers find it easier to adhere or conform to a given method or routine and perform tasks in a diligent way. They enjoy making lists and plans. Low scorers find it more difficult to keep things well arranged and organized. They address tasks at hand in a more ad-hoc, flexible basis, and often complete tasks very close to the deadline.</p>
Cautiousness	<p>Makes decisions carefully and thinks through the consequences of their actions, keen to avoid danger.</p> <p>High scorers on this scale are attentive to danger or negative outcomes. They tend to make decisions carefully and think through the consequences of their actions. Others may perceive them as restrained and guarded. Low scorers tend to act more abruptly and with less consideration and are more likely to disregard risks.</p>



## Core Traits (Strengths)

Trait	Trait description
Modesty	<p>Does not like to promote their abilities, values and accomplishments and behaves in an unassuming way.</p> <p>High scorers on this scale are moderate when they describe their abilities, values, and accomplishments. They do not claim that they are better than other people, and they tend to behave in an unassuming way. Those who score low on this scale enjoy sharing their success stories. At times, those who score high on this scale may see those who score low as arrogant and boastful.</p>
Cooperation	<p>Good at compromising, values a harmonious environment, and prioritises common purpose over individual achievement.</p> <p>High scorers on this scale enjoy helping others and interacting with people in a way that helps everyone succeed. Cooperative people value common purpose ahead of individual achievement. They enjoy contributing to a peaceful, harmonious environment and have a low tolerance for people who upset the harmony. They place an emphasis on fairness and the inclusion of all perspectives. They are willing to compromise, and even to deny their need to get along with others. Those who score low on this scale are reluctant to compromise for the good of the group, and find it difficult to think and work toward a common goal.</p>
Imagination	<p>Has their feet firmly on the ground, likes simplicity and quality, and is dependable and loyal.</p> <p>Imagination is the ability to think of new things, and to form a mental image of something that is not present to the senses or not wholly perceived in reality. It is something that exists or happens in our minds. Imaginative people are playful, have a wealth of ideas, and use their creativity as a way of creating a richer, more interesting world. Low scorers on this scale are more oriented to facts than fantasy.</p>

## 16 Personality types (Jungian)



The ENFJ is an enthusiastic, personable and responsive individual with a strong focus on relationships and interaction. Striving to find harmony they strongly believe in people, sometimes to a fault. The ENFJ is warm and altruistic, full of charisma and can get people to follow their lead. They are natural, easy communicators who will stand up for what they believe in. Reliable and organized they have a desire to deliver, but without losing sight of the needs of others.

### Artisans

ISFP – Artist  
ESTP – Doer  
ESFP – Performer  
ISTP – Mechanic

### Idealists

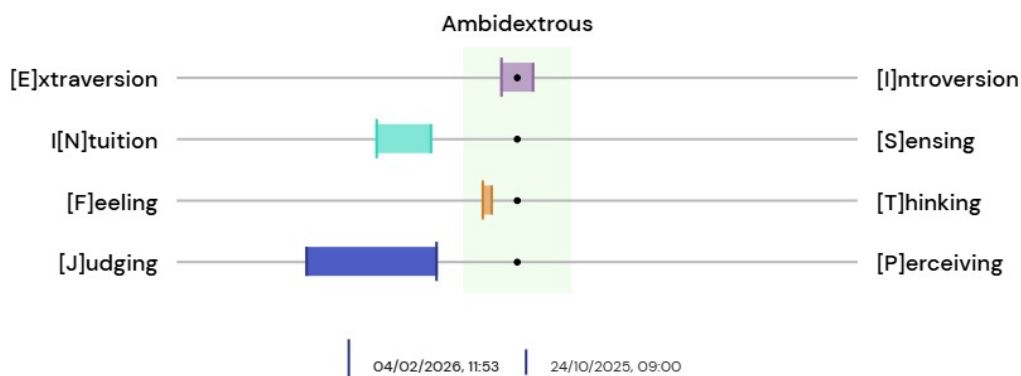
**ENFJ – Giver**  
INFJ – Protector  
ENFP – Inspirer  
INFP – Idealist

### Guardians

ESTJ – Guardian  
ISTJ – Inspector  
ESFJ – Provider  
ISFJ – Nurturer

### Rationals

ENTJ – Executive  
INTJ – Scientist  
ENTP – Visionary  
INTP – Thinker



### Strengths to build on...

- Able to find patterns and meanings behind the surface
- Good at facilitating communication
- Creative, with a strong imagination
- Responsible approach to work
- Good at presenting
- Good at leading discussions with ease and tact
- Responsive to praise and criticism
- Dependable, trustworthy and loyal
- Good at attending to details and organizing the world around them.
- Keen on working for the common good, natural co-operator

### Enhance effectiveness by

- Strongly dislikes discord and disagreement
- Does not find supervising others easy
- Prefers a well-defined team role
- Can sometimes lose sight of practical issues
- Might feel hurt or rejected easily

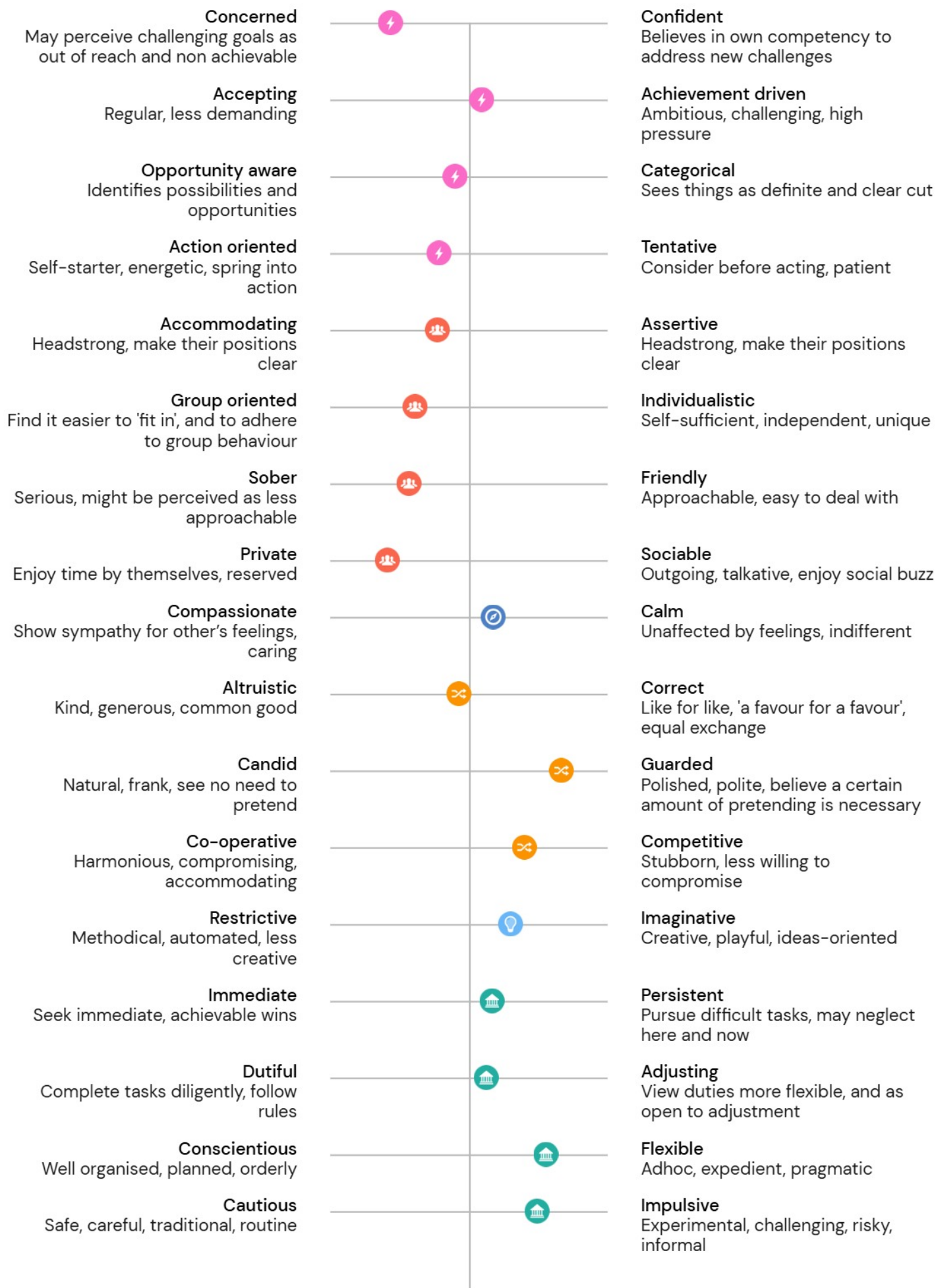
### In stressful situations...

- Becoming increasingly critical and finding fault with everything
- Become fixated on making sure that they are well liked by everyone and to gain their approval
- Find themselves becoming bossy with a need to organize everything

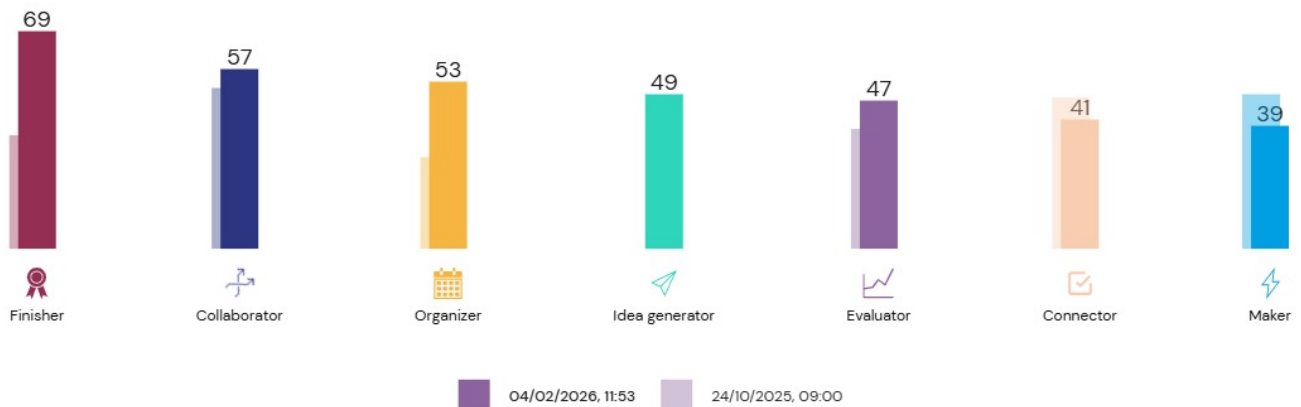
### Ideal work environment

- Prefers a busy, interactive environment and seeks out harmony
- Prefers to have a plan, a routine and stick to it

## Personality spectrum



## Team role preferences



### Finisher – First preference

The Finisher pays a high level of attention to detail. While a focus on small items might be irritating at the start of a project, the orderly approach to work that you bring as a Finisher becomes increasingly important as the work progresses.

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- You are able to accomplish tasks well and on time
- Communicate the importance of meeting deadlines
- Identify even the smallest of mistakes as the team strives to meet high standards.

The Finisher spreads discipline, conscientiousness and persistence to other members in their quest for perfection. If you take on the role of the Finisher, be aware not to get lost in the detail. In a team, this could lower morale if you are as perceived as being overly critical of the quality of other members' contribution or efforts.

### Collaborator – Second preference

Organizers have the ability to foresee and map how ideas and plans will work out in practice.

Organizers have the ability to foresee and map how ideas and plans will work out in practice. As an Organizer you take pride in:

- Designing rules, plans and procedures for implementation
- Organizing people to work effectively together
- Focusing on developing a thorough and systematic approach to help the team achieve tangible goals

You are grounded and can influence others to be pragmatic and focused. If you take on an organizing role in your team, be mindful to make sure you also see the bigger picture so you do not become too inflexible and bound by rules.