

Go through each box and underline the qualities that accurately describe you:

Dominant Strengths

Doers – get lots done
 Direct
 Goal-oriented
 Fast
 Love challenges
 Driven
 Planning for the future
 Being efficient with time
 Making decisions
 Handling responsibility

Dominant Challenges

Insensitive to other's feelings
 Being stubborn in changing their views
 Proudful
 Not using enough words
 Dislike transparency
 Poor subordinate workers
 Not expressing appreciation
 Impatient
 Being uncompromising
 Doing tasks too quickly

Inspiring Strengths

Very verbal
 Interesting and fun
 Lots of ideas
 Emotional
 Outgoing
 Enthusiastic
 Magnetic
 Friendly
 Accepting
 Adaptable

Inspiring Challenges

Poor with time
 Struggle with completion
 Unfocused
 Poor with detail
 Egocentric
 Exaggerating
 Undisciplined
 Get bored and lose interest
 Start too many projects
 Afraid of being ignored

Supportive Strengths

Accommodating
 Loyal
 Flexible
 Compassionate
 Empathetic
 Good with routine
 Practical
 Calm
 Dependable
 Diplomatic

Supportive Challenges

Poor planners
 Stubborn (quiet will of iron)
 Dislike conflict
 Sometimes won't say what's on their mind
 Take time to process decisions
 Fear offending others
 Vindictive
 Struggle with decision-making
 Can be taken advantage of
 May become bitter if unappreciated

Conscientious Strengths

Verbal
 Detailed
 Thorough
 Observant noticers
 Completing projects
 Good at analysis
 Organized
 Self-disciplined
 Self-sacrificing
 Process-driven

Conscientious Challenges

Reactive
 Touchy if criticized
 Controlling
 Dominating conversation
 Dislike delegation
 Point out deficiencies first
 Overly picky
 Advice-giving (wanted or not)
 Upset by disorder
 Get bogged down in detail