



**Axiometrics International, Inc.**

*“Changing the World and the Future”*

# **Advanced Management Assessment**

**Prepared for:**

*Sample Test*

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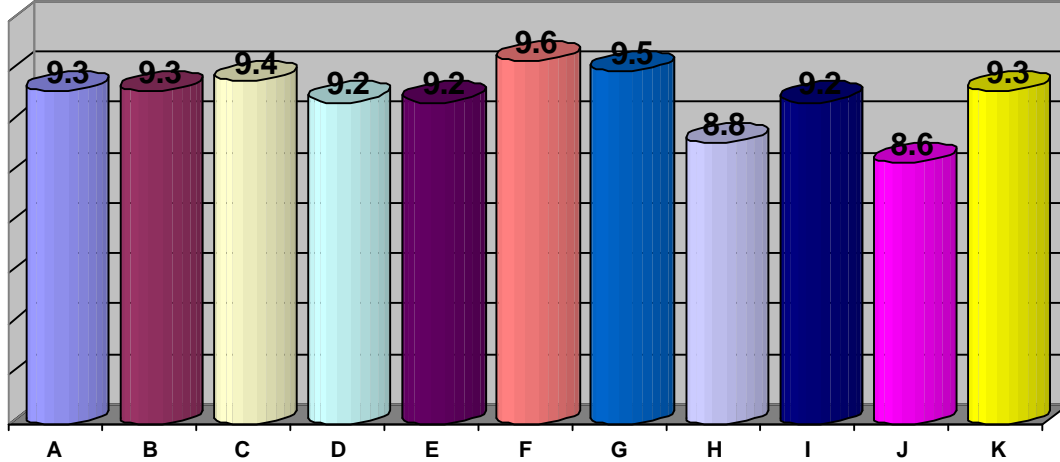
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## Advanced Management Assessment

### OVERVIEW GRAPH

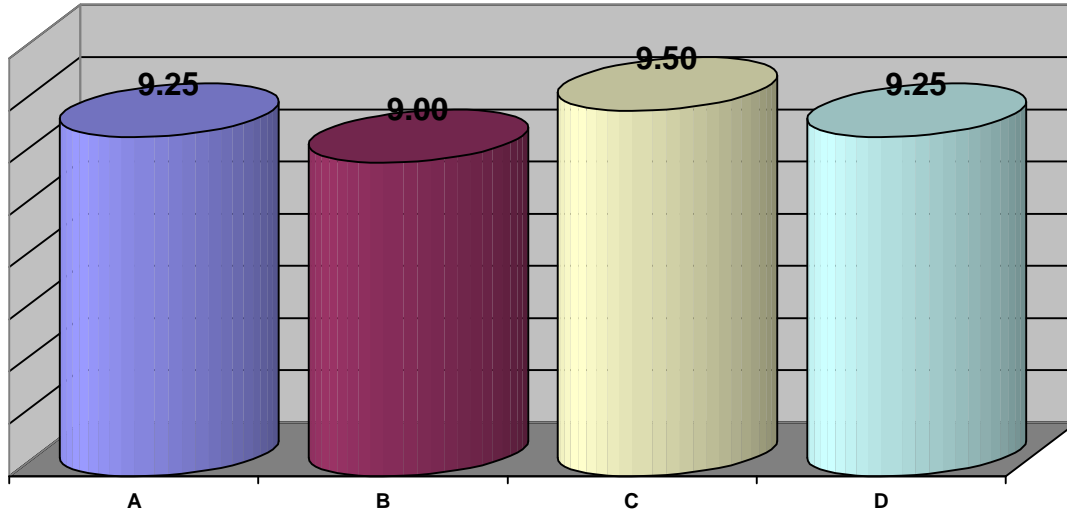


<b>Primary Strengths</b>	<b>9.5 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.49</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>6.0 to 8.29</b>

- A) Deciding What Needs To Be Done(9.3)** -- Identifies the issues that are relevant and need attention.
- B) Developing A Strategy(9.3)** -- Measures the ability to pay attention to, and plan for, long range issues.
- C) Managing Activities(9.4)** -- Measures the ability to see what is needed to get things done.
- D) Planning & Organizing(9.2)** -- Measures the ability to set goals, build plans, and translate them into action.
- E) Organization Attitudes(9.2)** -- Measures willingness to work with the organization to get things done.
- F) Achievement Drive(9.6)** -- Identifies the primary sources of drive which push an individual to act.
- G) Self Starting Ability(9.5)** -- Measures the ability to marshal energy to consistently get things done.
- H) Stress Factors(8.8)** -- Identifies issues which generate anxiety and how one manages the anxiety.
- I) Sources of Motivation(9.2)** -- Identifies issues and values that are important.
- J) Relating With Others(8.6)** -- Measures the ability to see and appreciate others and deal with them on a daily basis.
- K) Communicating With Others(9.3)** -- Measures the ability to listen and respond objectively and effectively.

## Advanced Management Assessment

### DECIDING WHAT NEEDS TO BE DONE



<b>Primary Strengths</b>	<b>9.5 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.49</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

**A) Intuitive Insight(9.25)** -- The ability to rely on intuitive feelings and 'gut' instincts when making decisions about others.

**B) Seeing The Big Picture(9.00)** -- This capacity measures the ability to not only see all of the pieces and angles of the picture but also the ability to see how the pieces fit together to make a whole.

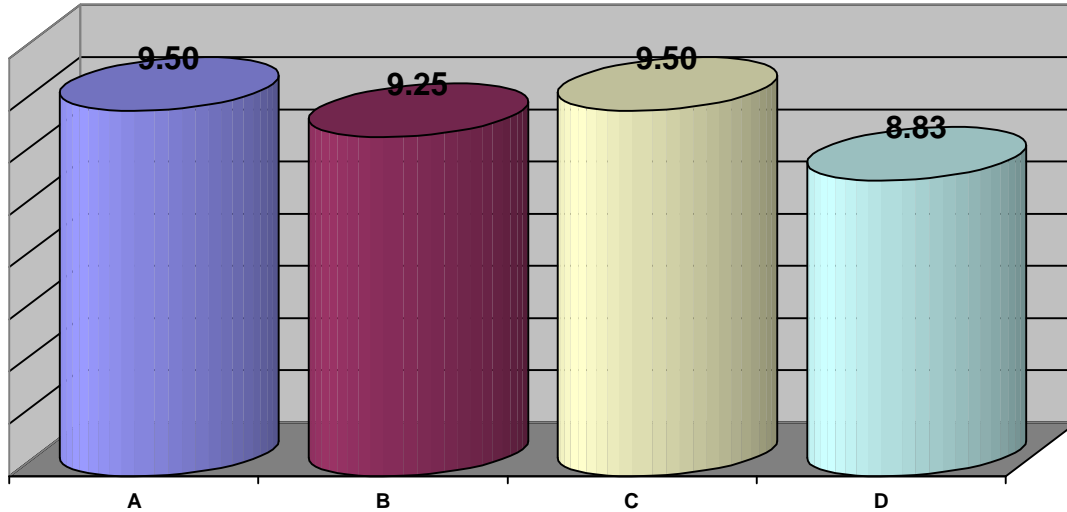
**C) Common Sense Thinking(9.50)** -- The ability to use one's practical thinking ability to see and understand what is happening.

**D) Long Term Goal Assessment(9.25)** -- The ability to project a goal into the future and understand not only future consequences but also see how to plan to attain their goals.

**DECIDING WHAT NEEDS TO BE DONE: These capacities measure the ability to decide what issues are relevant and need attention from an intuitive, practical, conceptual and analytical perspective.**

## Advanced Management Assessment

### DEVELOPING A STRATEGY



<b>Primary Strengths</b>	<b>9.5 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.49</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

**A) Proactive Thinking(9.50)** -- The ability to plan for consequences of actions and decisions rather than reacting to crises.

**B) Integrative Ability(9.25)** -- The ability to readily identify the heart of the problem, the critical elements of a situation and to generate alternatives for problems.

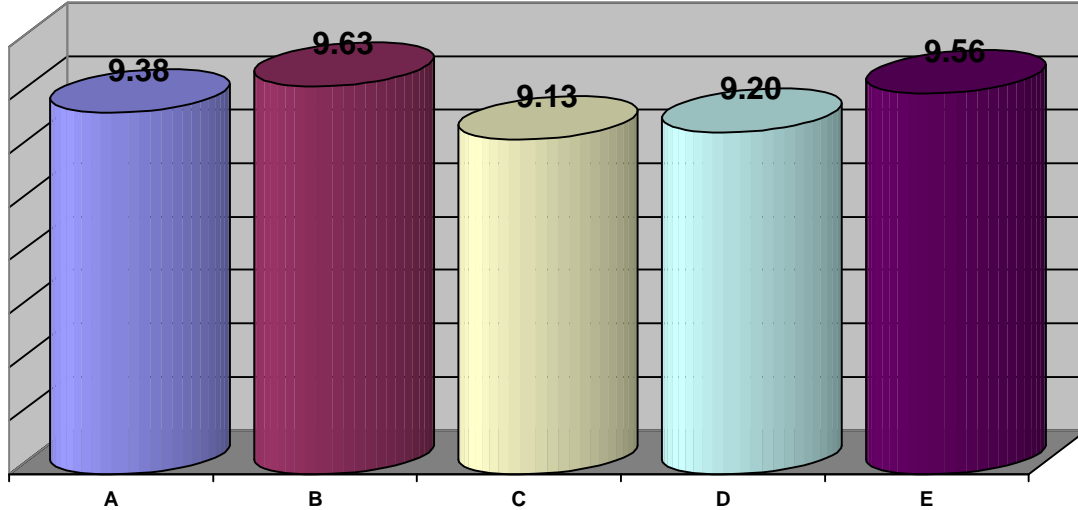
**C) Strategic Planning(9.50)** -- This capacity measures one's ability to pay attention to planning activities and long term goals.

**D) Realistic System Management(8.83)** -- The ability to realistically see what is needed to organize activities and control the flow of events, such that projections and expectations are met.

**DEVELOPING A STRATEGY: These capacities measure the ability to plan for and manage long range, strategic issues.**

## Advanced Management Assessment

### MANAGING ACTIVITIES



<b>Primary Strengths</b>	<b>9.5 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.49</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

**A) Evaluating What To Do(9.38)** -- The ability to identify problems and critical issues, to size up what needs to be done and what can be done in an effective manner.

**B) Logistical Planning(9.63)** -- The ability to accurately see and understand what is needed to carry out objectives and meet the demands of situations.

**C) Attention To Detail(9.13)** -- The ability to clearly see and pay attention to flaws in things, people and situations.

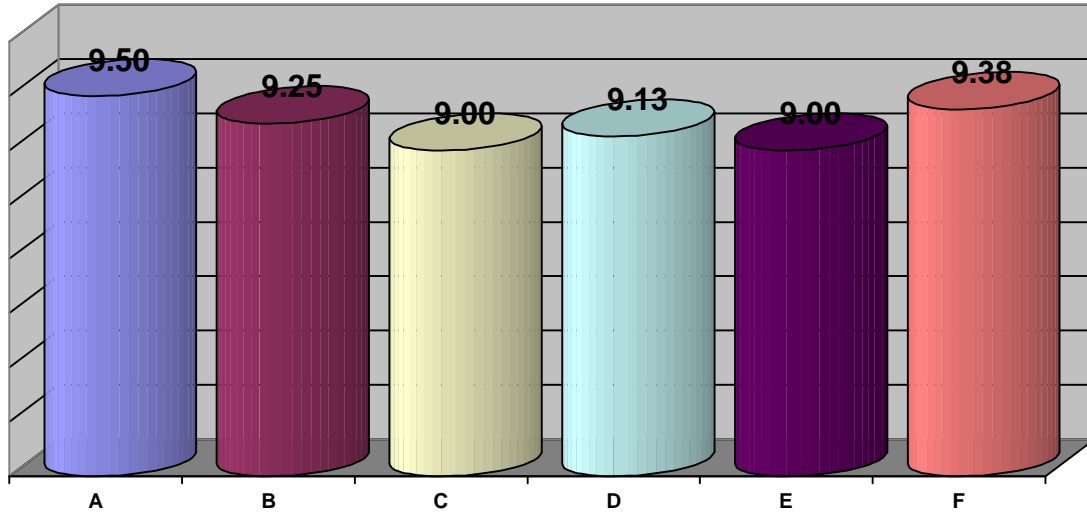
**D) Personnel Assessment(9.20)** -- The ability to assess the potential of an individual to function in a given situation and to understand how to develop that potential.

**E) Developing Procedures(9.56)** -- The ability to translate what needs to be done into effective and efficient procedures.

**MANAGING ACTIVITIES:** These capacities measure a person's ability to see what needs to be done, who needs to do the work and how things need to be done.

## Advanced Management Assessment

### PLANNING AND ORGANIZING



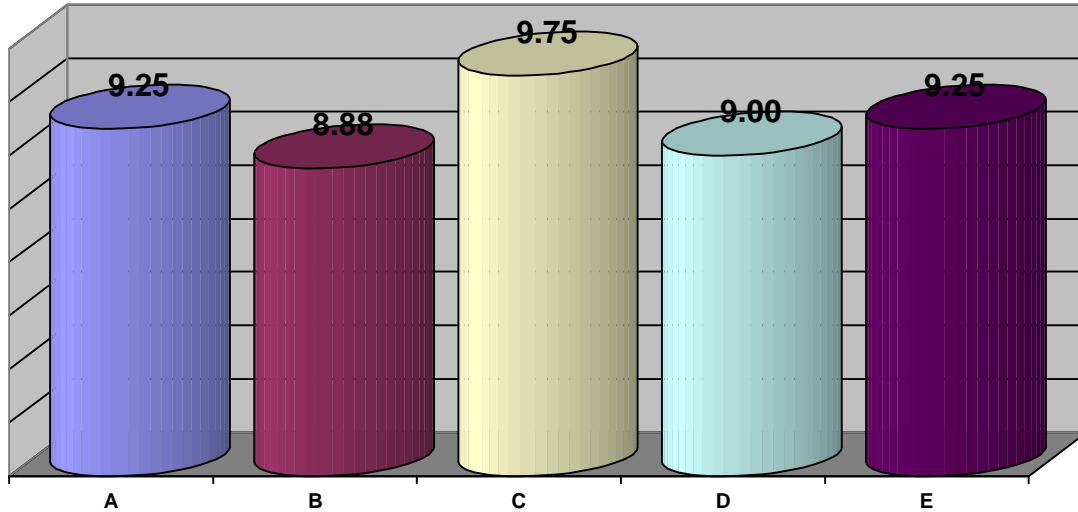
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<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

<b>A) Realistic Goal Setting(9.50)</b> -- The ability to set goals which are within the boundary of available resources and which can be achieved within the projected time.
<b>B) Short Range Planning(9.25)</b> -- The ability to set tactical goals and plans which are designed to handle concrete, immediate situational objectives.
<b>C) Long Range Planning(9.00)</b> -- The ability to see long range goals and to design plans and strategies for attaining these goals.
<b>D) Concrete Organization(9.13)</b> -- The ability to see the immediate, concrete needs of a situation and to set an action plan for meeting these needs.
<b>E) Conceptual Organization(9.00)</b> -- The ability to see the long range needs and implications of a situation and to build a plan for meeting these needs.
<b>F) Attention To Planning(9.38)</b> -- The ability to keep one's focus and attention on planning details and activities.

**PLANNING AND ORGANIZING:** These capacities identify the short range and long range needs and implications of a situation, to set goals which are realistic and to develop plans of action which attain these goals in an effective and efficient manner.

## Advanced Management Assessment

### ORGANIZATIONAL ATTITUDES



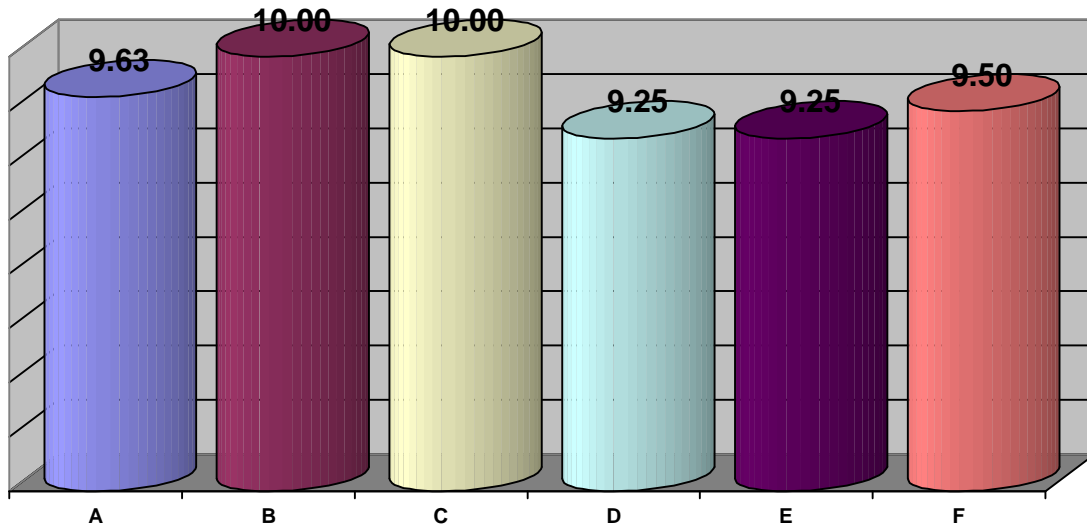
<b>Primary Strengths</b>	<b>9.5 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.49</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

- A) Meeting Standards(9.25)** -- This component measures the degree to which an individual respects and conforms to established norms, values, rules and principles.
- B) Doing Things Right(8.88)** -- This component measures one's insistence that things are done right
- C) Respect For Procedures(9.75)** -- This component measures one's sense of respect for and commitment to organizational policies and procedures.
- D) Attitude Toward Authority(9.00)** -- This capacity measures one's willingness to conform to existing sources of authority, order and control.
- E) Meeting Deadlines(9.25)** -- This component measures the ability and willingness to accept one's responsibility for meeting schedules and deadlines.

**ORGANIZATIONAL ATTITUDES: These capacities measure a general work ethic and attitudes indicating their willingness to get things done in an effective and efficient manner.**

## Advanced Management Assessment

### ACHIEVEMENT DRIVE



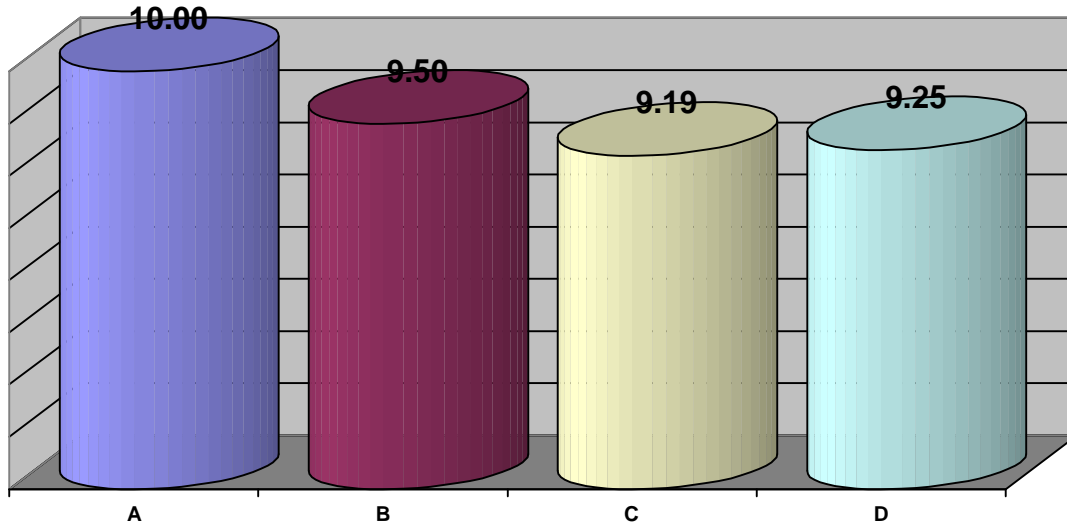
<b>Primary Strengths</b>	<b>9.5 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.49</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

- A) Goal Directedness(9.63)** -- The ability to be excited about and committed to personal and organizational goals and to marshal energy to push toward the attainment of these goals.
- B) Results Oriented(10.00)** -- The ability to pay attention to the achievement of concrete results making results a major factor motivating one to action.
- C) Need To Achieve(10.00)** -- Measures how strongly one needs to attain success
- D) Social Recognition(9.25)** -- The ability to clearly identify role functions and pay attention to social/role achievements.
- E) Self Attitude(9.25)** -- Self Attitude indicates the degree to which a positive self attitude will act as a driving, motivating factor.
- F) Ambition(9.50)** -- The ability to set inner ideals, which become the standard for achievement and success. It is the strong sense of expectation and drive pushing one toward excellence.

**ACHIEVEMENT DRIVE: These capacities are a composite of several internal value structures which provide the primary driving impetus for a person to continually strive for and perform at a higher than average level.**

## Advanced Management Assessment

### SELF STARTING ABILITY



<b>Primary Strengths</b>	<b>9.5 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.49</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

**A) Persistence(10.00)** -- The ability of an individual to maintain direction in spite of the obstacles and to stay on target regardless of circumstances.

**B) Consistency(9.50)** -- The ability to maintain a sense of order, constancy and continuity in one's actions.

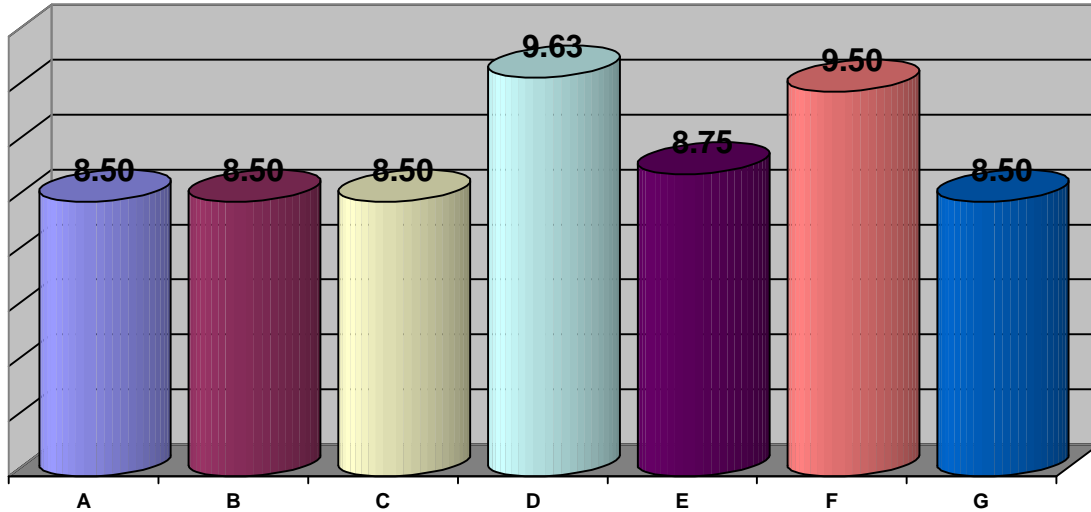
**C) Initiative(9.19)** -- The ability to direct one's energies toward the completion of a task with a sense of urgency and mission.

**D) Role Satisfaction(9.25)** -- The ability to feel that one's social/role function is fulfilling and rewarding

**SELF STARTING ABILITY:** These capacities measure the ability to marshal energy to attain personal and organizational goals on one's own; the ability to be persistent and consistent.

## Advanced Management Assessment

### STRESS FACTORS



<b>Primary Strengths</b>	<b>9.5 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.49</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

**A) Self Sufficiency(8.50)** -- This capacity indicates the degree of anxiety caused by self depreciation and the need for reassurance of self worth.

**B) Role Satisfaction(8.50)** -- This capacity measures the effect of social/role dissatisfaction or of false and unrealistic expectations.

**C) Goal Achievement(8.50)** -- This capacity measures the effect of setting personal goals which are either unrealistic or do not demand one's best.

**D) Flexibility(9.63)** -- This capacity measures the effect of rigid self views and the imposition of these views on others.

**E) Handling Despair(8.75)** -- This capacity measures how well one can manage anxiety and frustration when things do not work out as planned.

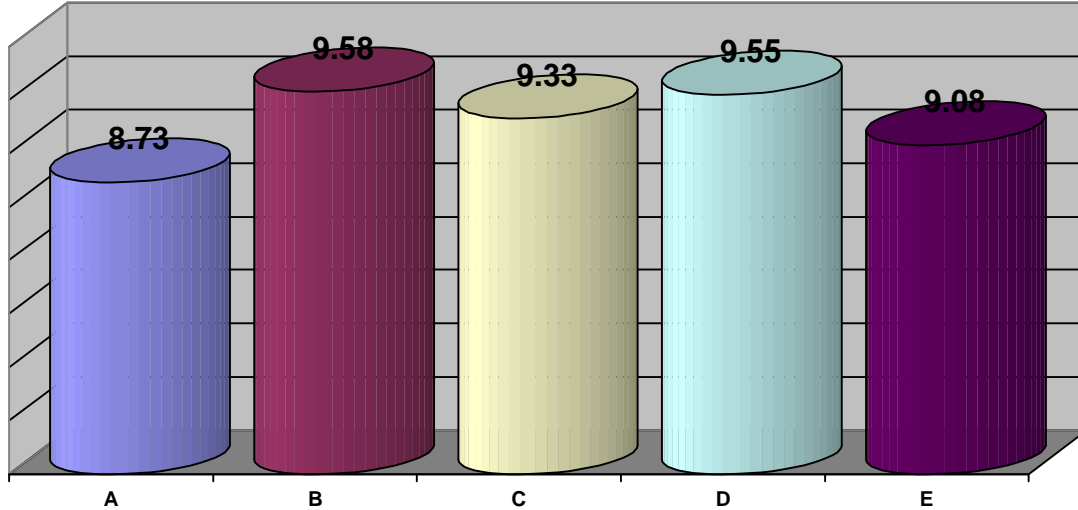
**F) Attitude Index(9.50)** -- This capacity measures the anxiety which results from negative attitudes.

**G) Health Tension Index(8.50)** -- This capacity measures how well one can balance and manage anxiety and frustration.

**STRESS FACTORS: These capacities measure different types of anxieties and frustrations. The degree or level of anxiety and stress and the effect of the stress levels on an individual are identified.**

## Advanced Management Assessment

### COMMUNICATING WITH OTHERS



<b>Primary Strengths</b>	<b>9.5 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.49</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

**A) Listening To Others(8.73)** -- This component measures how well an individual listens to another person's point of view without imposing personal biases and expectations.

**B) Evaluating What Is Said(9.58)** -- This component measures the ability to focus on crucial issues and develop an objective evaluation about what is said.

**C) Developing A Response(9.33)** -- This component measures how well one can organize constructive alternatives and incorporate them into a response that addresses the issues, is understandable, and is clear.

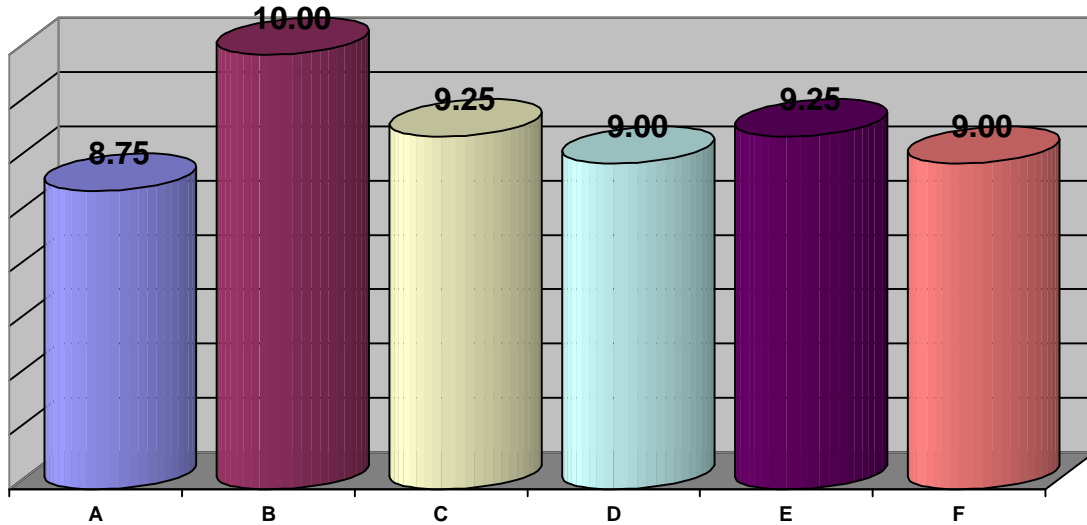
**D) Talking At The Right Time(9.55)** -- This component measures how well an individual can determine the correct thing to say and then say it at the right time.

**E) Understanding Attitudes(9.08)** -- This component measures one's ability to be tolerant and understanding of others who have alternative or opposing viewpoints.

**COMMUNICATING WITH OTHERS: These capacities measure the ability to listen and respond to others in an objective, effective and efficient manner.**

## Advanced Management Assessment

### SOURCES OF MOTIVATION



<b>Primary Strengths</b>	<b>9.5 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.49</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

**A) Service(8.75)** -- This capacity measures the importance of seeing, appreciating and meeting the needs and interests of others.

**B) Money, Material Things(10.00)** -- This capacity measures the degree to which money and material wealth are important to an individual.

**C) Status, Recognition(9.25)** -- This capacity indicates the importance of receiving awards, plaques and other forms of social/role recognition.

**D) Personal Development(9.00)** -- This capacity measures the importance of a well designed plan for one's career development.

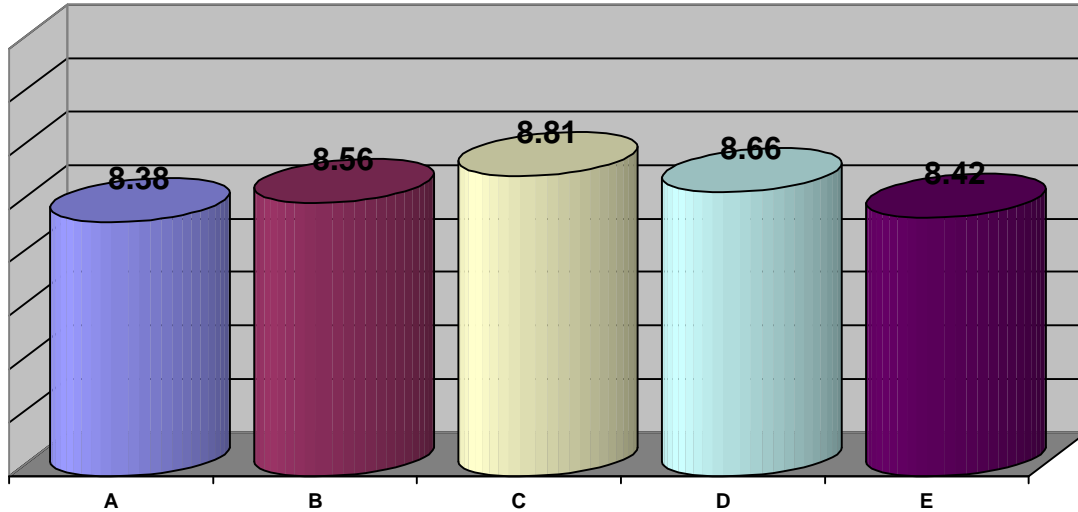
**E) Sense Of Mission(9.25)** -- This capacity measures the degree of commitment to personal ideals, goals and principles.

**F) Sense Of Belonging(9.00)** -- This capacity measures the importance of being a member of a team and working in a comfortable place where one is liked and accepted.

**SOURCES OF MOTIVATION: These capacities are a composite of six motivators. They are a measurement of a person's attitude toward service, material possessions, recognition and status, personal development, sense of mission, and sense of belonging.**

## Advanced Management Assessment

### RELATING WITH OTHERS



<b>Primary Strengths</b>	<b>9.5 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.49</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

**A) Attitude Toward Others(8.38)** -- This component measures the ability to be positive, objective and tolerant in interactions with others.

**B) Prejudice/Bias Index(8.56)** -- This component measures the degree of prejudice and bias in attitudes toward others, indicating the degree to which these prejudices can interfere with relationships.

**C) Insight Into Others(8.81)** -- This component measures the ability to see, understand and relate to the needs and interests of others.

**D) Patience With Others(8.66)** -- The ability to see and accept others as they are and to allow others to proceed at their own pace.

**E) Sensitivity To Others(8.42)** -- The degree to which one can be objective about others without allowing personal feelings, positive or negative, to interfere with making decisions.

**RELATING WITH OTHERS: These capacities measure the ability to see and appreciate the needs and interests of others and the ability to deal with others in a concerned but objective manner.**

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**Advanced Management Assessment**  
**PRIORITIZED STRENGTHS**  
**(1-4)**

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**(1) Money, Material Things: (Motivators)**

You not only have the ability to see and understand the importance of money and material things, but you are also willing to spend time and energy in activities that will generate concrete results. As a result, you are likely to be highly motivated by opportunities to make money or accumulate material things and wealth in general.

**(2) Persistence: (Self Starting Ability)**

Your strong commitment to your inner ideals, your personal goals and beliefs about the future and your sense of what is right provides a compulsive need to push ahead. This will also act as a beacon to keep you on track in difficult and confusing situations.

**(3) Need To Achieve: (Drive Centers)**

You tend not to give yourself enough credit, to blow up your own imperfections and to be extremely hard on yourself when you do not measure up. This tendency builds a compelling drive to achieve such that you can receive recognition and credit from others.

**(4) Results Oriented: (Drive Centers)**

You have a strong need to create practical, pragmatic results. This need combined with your overall practical problem solving ability and attentiveness to practical, pragmatic values generates a strong drive center which will propel you toward your immediate circumstances.

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***Advanced Management Assessment***  
**PRIORITIZED STRENGTHS**  
**(5-8)**

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**(5)Attention To Policies And Procedures:(Organizational Attitudes)**

You have a deep sense of respect for and a need to implement organizational policies, plans and programs. Your strong sense of doing things right will help you make certain that the customer is aware of their rights and privileges and the consequences of their actions.

**(6)Flexibility, Adaptability:(Stress Factors)**

You have a strong sense of personal commitment to what you believe is right but you also have the ability to refocus your energy and direction when you discover that what you are doing is not working. You also have the ability to see and accept your mistakes and use them as opportunities for pushing ahead.

**(7)Goal Directedness:(Drive Centers)**

Your self perfectionism and idealism, combined with a keen appreciation for structured, analytical thinking, generates a strong drive toward your personal goals, objectives, and commitment to the goals and objectives that you adopt from organizational or other sources.

**(8)Attention To Concrete Detail:(Managing Activities)**

Your perfectionistic drive and analytical thinking ability as well as your strong concentration on doing things right will likely build a compulsion for focusing on concrete, practical situations until you are able to translate your expectations into decisions and actions.

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**Advanced Management Assessment**  
**PRIORITIZED STRENGTHS**  
**(9-12)**

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**(9)Evaluating What Is Said:(Communicating With Others)**

You have the ability to realistically and objectively evaluate what others are saying identifying any potential problem areas, generating constructive alternatives for solutions and maintaining an openness to viewpoints even when they are contrary to your own and seeing and all sides of an issue.

**(10)Developing Functional Policy:(Managing Activities)**

You have an excellent ability for translating practical needs and demands of a situation into coherent, consistent and effective policies and procedures. You have the ability to stay focused on clarity as well as the functional value of policies.

**(11)Talking At The Right Time:(Communicating With Others)**

You have the ability to correctly and immediately identify both what is the correct or appropriate response and when the time is right to make your point. Moreover, you have a strong commitment to what you believe is right which will give you the confidence and assurance to say what you believe you need to say.

**(12)Strategy Planning Orientation:(Developing A Strategy)**

You have a well developed capacity to see and understand the need for long range, strategic thinking and planning. Moreover, you are likely to spend your time and energy on strategic issues. Planning for the future is a priority for you and will occupy a key place in your day-to-day activities.

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## **Advanced Management Assessment**

### **PRIMARY STRENGTH COMMENTS**

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#### **Common Sense Thinking:(Deciding What Needs To Be Done)**

You have the ability to see and pay attention to things in a practical, common sense way. This gives you the ability to see and understand what needs to be done and how to get things done in a practical way. You tend to be 'now' oriented and to stay focused on the need for results and immediate action.

#### **Proactive, Conceptual Thinking:(Developing A Strategy)**

You have a strong need to make certain that things work out according to plans and expectations. As a result you understand the value of proactive thinking and planning and will focus time and energy on identifying and understanding the consequences of your ideas and plans.

#### **Strategy Planning Orientation:(Developing A Strategy)**

You have a well developed capacity to see and understand the need for long range, strategic thinking and planning. Moreover, you are likely to spend your time and energy on strategic issues. Planning for the future is a priority for you and will occupy a key place in your day-to-day activities.

#### **Attention To Concrete Detail:(Managing Activities)**

Your perfectionistic drive and analytical thinking ability as well as your strong concentration on doing things right will likely build a compulsion for focusing on concrete, practical situations until you are able to translate your expectations into decisions and actions.

#### **Developing Functional Policy:(Managing Activities)**

You have an excellent ability for translating practical needs and demands of a situation into coherent, consistent and effective policies and procedures. You have the ability to stay focused on clarity as well as the functional value of policies.

#### **Realistic Goal Setting:(Planning and Organizing)**

Your strong need to set goals which are challenging, combined with your perfectionism and insistence that things be done the way which you believe to be right will build commitment and attentiveness to setting goals and plans which reflect the ideas, ideals, and principles that are important to you.

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## **Advanced Management Assessment**

### **PRIMARY STRENGTH COMMENTS**

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#### **Attention To Policies And Procedures:(Organizational Attitudes)**

You have a deep sense of respect for and a need to implement organizational policies, plans and programs. Your strong sense of doing things right will help you make certain that the customer is aware of their rights and privileges and the consequences of their actions.

#### **Goal Directedness:(Drive Centers)**

Your self perfectionism and idealism, combined with a keen appreciation for structured, analytical thinking, generates a strong drive toward your personal goals, objectives, and commitment to the goals and objectives that you adopt from organizational or other sources.

#### **Results Oriented:(Drive Centers)**

You have a strong need to create practical, pragmatic results. This need combined with your overall practical problem solving ability and attentiveness to practical, pragmatic values generates a strong drive center which will propel you toward your immediate circumstances.

#### **Need To Achieve:(Drive Centers)**

You tend not to give yourself enough credit, to blow up your own imperfections and to be extremely hard on yourself when you do not measure up. This tendency builds a compelling drive to achieve such that you can receive recognition and credit from others.

#### **Ambition:(Drive Centers)**

You have developed a very strong sense of commitment to an idealistic, perfectionistic self image. This builds expectations and standards for your action that can propel you through even the most difficult situations and can give your actions and decisions a guiding sense of mission and purpose.

#### **Persistence:(Self Starting Ability)**

Your strong commitment to your inner ideals, your personal goals and beliefs about the future and your sense of what is right provides a compulsive need to push ahead. This will also act as a beacon to keep you on track in difficult and confusing situations.

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## **Advanced Management Assessment**

### **PRIMARY STRENGTH COMMENTS**

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#### **Consistency:(Self Starting Ability)**

You have strong confidence about what you can do which leads to a sense of comfort and acceptance with your current circumstances. Your confidence gives you a sense of personal competence and satisfaction with what you are doing and acts as a springboard to action as well as personal justification that what you are doing is right for you.

#### **Flexibility, Adaptability:(Stress Factors)**

You have a strong sense of personal commitment to what you believe is right but you also have the ability to refocus your energy and direction when you discover that what you are doing is not working. You also have the ability to see and accept your mistakes and use them as opportunities for pushing ahead.

#### **Attitude Index:(Stress Factors)**

You have the ability to maintain an extremely positive and optimistic overall personal attitude which builds an expectation that the best can and will happen to you. As a result of your optimism, you have the ability to deal with personal setbacks, misfortunes and mistakes as opportunities for development rather than as failures.

#### **Money, Material Things:(Motivators)**

You not only have the ability to see and understand the importance of money and material things, but you are also willing to spend time and energy in activities that will generate concrete results. As a result, you are likely to be highly motivated by opportunities to make money or accumulate material things and wealth in general.

#### **Evaluating What Is Said:(Communicating With Others)**

You have the ability to realistically and objectively evaluate what others are saying identifying any potential problem areas, generating constructive alternatives for solutions and maintaining an openness to viewpoints even when they are contrary to your own and seeing and all sides of an issue.

#### **Talking At The Right Time:(Communicating With Others)**

You have the ability to correctly and immediately identify both what is the correct or appropriate response and when the time is right to make your point. Moreover, you have a strong commitment to what you believe is right which will give you the confidence and assurance to say what you believe you need to say.

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## **Advanced Management Assessment**

### **SECONDARY STRENGTH COMMENTS**

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#### **Intuitive Insight:(Deciding What Needs To Be Done)**

You have a well developed ability for intuitive thinking. This gives you the capacity for identifying a fruitful direction or a potential problem area by the strength of your inner, gut feelings and instincts about what is right or wrong.

#### **Seeing The Big Picture:(Deciding What Needs To Be Done)**

You have the ability to see all of the pieces and angles of a picture, and at the same time, understand how all of these pieces fit together to form a total picture. You have the ability to understand how the parts of a puzzle can be fit together to form the puzzle itself.

#### **Long Term Goal Assessment:(Deciding What Needs To Be Done)**

You not only have the ability to identify fruitful goals but also have the ability to see and understand the effects and consequences of goals and plans. You are extremely concerned about making certain that things work out as they should; therefore, you tend to pay attention to goal setting and long range thinking.

#### **Integrative Ability:(Developing A Strategy)**

You have a good capacity for identifying what the crucial issues are in complex and confusing situations and how these issues are integrated into the overall perspective of the problem situation. You know what is important and needs attention, can see the heart of the problem and can identify alternatives for resolving the problem in an effective manner.

#### **Realistic System Management:(Developing A Strategy)**

You have a well developed ability to pay attention to making certain that things are done right, that there is a consistent, organized plan for action and for concretely organizing situations such that things work out effectively and efficiently. The balance in your thinking helps you see the need for action as well as order and organization.

#### **Evaluating What Needs To Be Done:(Managing Activities)**

You have an excellent ability for sizing up situations and identifying problems especially in difficult or confusing situations and for generating constructive alternatives for resolving problems. This ability is a combination of practical, common sense thinking and conceptual, analytical thinking ability.

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## **Advanced Management Assessment**

### **SECONDARY STRENGTH COMMENTS**

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#### **Logistical Planning:(Managing Activities)**

Your attention to doing things right and ability to pay attention to the consequences of plans and ideas as well as your attention to the immediate needs of a situation builds a strong capacity for paying attention to planning ahead for what is needed to carry out plans, programs and strategies.

#### **Personnel Assessment:(Managing Activities)**

You have the ability to realistically assess both the positive and negative potential of individuals giving you an objective understanding of what people are capable of accomplishing as well as clear insight into what is needed to allow an individual to develop to full potential.

#### **Short Range Planning:(Planning and Organizing)**

You have the ability to focus on what needs immediate attention in your current situation and to translate these practical needs into a plan and strategy. Moreover, you will develop and maintain strong commitment to carrying out your plans according to your specifications and expectations.

#### **Long Range Planning:(Planning and Organizing)**

You have a strong combination of attentiveness to conceptual and analytical thinking and planning as well as a very well developed capacity to see and understand how to set long range objectives and plans. You are likely to build your actions around the translation of strategic issues into specific long term plans.

#### **Concrete Organization:(Planning and Organizing)**

A combination of your need for things to work according to preset plans and strategies and your capacity for conceptual thinking and planning gives you the ability to develop a plan for organizing your current environment and the willingness to spend the time and energy carrying out organizational tasks.

#### **Conceptual Organization:(Planning and Organizing)**

You have a very strong need for planning and organizing things according to a preorganized plan or strategy. This need for organization combined with your capacity for conceptual and analytical thinking and planning reinforces the capacity to see and focus your energy on conceptual organization.

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## **Advanced Management Assessment**

### **SECONDARY STRENGTH COMMENTS**

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#### **Attention To Planning:(Planning and Organizing)**

You have a perfectionistic need to make certain that things are organized and structured according to a preorganized plan or strategy. This need combined with your attention to conceptual, analytical thinking and planning creates a positive, proactive attitude toward planning activities.

#### **Meeting Established Standards:(Organizational Attitudes)**

Your strong sense of perfectionism generates attention to making certain that things are done right and as a result builds a keen appreciation of the need for standards and norms as well as a willingness to make certain that standards and preorganized strategies and expectations are met.

#### **Doing Things Right:(Organizational Attitudes)**

You are a perfectionistic thinker who pays attention to making certain that things are done right. As a result, you are likely to spend time and energy developing respect for accepted standards and ways of getting things done.

#### **Attitude Toward Authority:(Organizational Attitudes)**

Your strong sense of perfectionism and drive toward making certain that things are done right will build a strong sense of belief in and loyalty to authority and a willingness to work to maintain consistency and constancy in actions and decisions.

#### **Meeting Schedules And Deadlines:(Organizational Attitudes)**

Your strong sense of perfectionism about what is right for you and what is right for the world around you generates an approach to schedules and deadlines which is based on preset, preorganized plans and programs. You have a well developed capacity for turning timetables into expectations and standards for actions and decisions.

#### **Social Recognition:(Drive Centers)**

You value social status and social/role recognition as an extremely important measure of your own self worth. As a result the need for attaining social status, for accomplishing tasks which have high social image and for attaining of social power and position will act as strong drive centers.

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## **Advanced Management Assessment**

### **SECONDARY STRENGTH COMMENTS**

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#### **Self Attitude:(Drive Centers)**

You have a very dynamic, positive overall attitude that can overcome any temporary feelings of anxiety, despair or negative expectations and can generate a strong expectation that the best is possible for you. This sense of overall optimism can serve as a beacon to keep you pushing ahead and on track especially in difficult situations.

#### **Initiative:(Self Starting Ability)**

You not only have the ability to see and understand what type of social/role image and role will give your life meaning and purpose but you have a sense of confidence that your commitment to these social/role expectations is right for you. This combination of commitment and confidence to what you are doing provides a strong urgency to act.

#### **Role Satisfaction:(Self Starting Ability)**

You are confident that what you are doing not only is what is best for you but also that your social/role accomplishments will serve a useful function for yourself and for society. This confidence and feeling of personal competence will build an urgency to get things done and to push ahead with energy and commitment.

#### **Social Recognition:(Motivators)**

You see and accept the importance of status, social image and social/role accomplishments. Moreover, you are willing to commit your energies more readily to activities that will result in social recognition and reward as well as personal recognition in your current role situation.

#### **Personal Development:(Motivators)**

You have a very clear sense of your own personal plan for development and a need for organizing this plan into strategies, plans, and personal goals that can be realistically achieved by you. As a result, you are likely to be highly motivated by actions and activities that will give you an opportunity to attain these goals and plans.

#### **Sense of Mission:(Motivators)**

You have a strong, compulsive need to commit yourself to attain your personal goals such that actions and activities which give you a sense of personal mission, add meaning to your life. Your goals are not only highly rewarding, but are strong motivators that can propel you consistently to action.

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## ***Advanced Management Assessment*** **SECONDARY STRENGTH COMMENTS**

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### **Sense Of Belonging:(Motivators)**

You have a strong need to spend time and energy in situations which make you feel comfortable and which will give you a sense of worth and value. As a result, you are motivated by actions, activities and situations which will provide the personal feedback and comfort that you need.

### **Insight Into Others:(Relating With Others)**

You have very keen insight into others which gives you the ability to evaluate their potential for both good and bad, to functionally evaluate their ability, to see opportunities for development with others that are good for you and for them, and to be aware of their needs and concerns.

### **Developing A Good Response:(Communicating With Others)**

You have the ability to identify and understand the consequences of your responses on others and are likely to take this information into consideration when you are developing a response. Your responses are likely to be objective but cautious and critical especially in situations when you are dealing with opposing points of view.

### **Understands Other Attitudes:(Communicating With Others)**

You have both the ability to see and understand the attitudes and viewpoints of others but you also have a willingness to spend the time and energy making certain that you have clearly understood what others are saying. You make certain that you are open and concerned in your actions and decisions.

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**Advanced Management Assessment**  
**PRIORITIZED DEVELOPMENT**  
**(1-4)**

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**(1)Attitude Toward Others:(Relating With Others)**

You tend to have an overly cautious, skeptical attitude toward others which can cause you to be too critical and impatient when they do not measure up. Attend a workshop on developing personal relationships that will provide techniques for helping you pay more attention to the needs and interests of others.

**(2)Sensitivity To Others:(Relating With Others)**

You tend to have overly cautious, preset and selective attitudes toward others. You are likely to focus on the social profile of the individual prior to developing a relationship and, as a result, will not always be open to the needs and interests of theirs. Seek help from others to evaluate the negative effect of your biases.

**(3)Self Sufficiency:(Stress Factors)**

You are currently depreciating your own inner worth leading you to not give yourself enough credit and to be too hard on yourself. As a result, you are likely to feel frustration, anxiety and despair when you do not live up to expectations. Spend time with people who make you feel good and doing things which are fulfilling and enjoyable.

**(4)Role Frustration:(Stress Factors)**

You are currently either expecting more out of yourself in your role than you can give or more satisfaction and recognition from role accomplishments than you can achieve. In either case, you will feel anxiety, frustration and despair. Seek feedback to realistically evaluate what you can do, what you want to do and what you are willing to do.

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**Advanced Management Assessment**  
**PRIORITIZED DEVELOPMENT**  
**(5-8)**

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**(5)Goal Achievement:(Stress Factors)**

Your strong sense of self perfectionism can lead you to feel a compulsion to push toward goals that may or may not be realistic or fulfilling. As a result, you will feel anxiety, frustration and despair when you do not meet your expectations. Set short term goals based on past successes which can be fulfilling and rewarding to you.

**(6)Health Tension Index:(Stress Factors)**

You currently do not see or value yourself as well as the world around you. As a result are subject to anxiety and stress effects. Seek feedback to identify development steps to reduce this stress and spend time and energy doing things you like to do which can help to relieve the anxiety and stress symptoms.

**(7)Prejudice/Bias Index:(Relating With Others)**

You tend to develop very skeptical, critical biases about others which concentrate on criticizing what is wrong rather than identifying what is right with others. Attend a workshop on building personal relationships that will help you identify the negative effect of biases and provide techniques for being more open and accepting of others.

**(8)Patience With Others:(Relating With Others)**

You tend to constantly measure others against your practical, preset expectations and to be impatient when they do not measure up. Make a checklist of those occasions when you make up your mind, respond too fast or too critically. Use the list to remind you to become more willing to allow others to express their thinking.

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## **Advanced Management Assessment**

### **SECONDARY DEVELOPMENT COMMENTS**

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#### **Self Sufficiency:(Stress Factors)**

You are currently depreciating your own inner worth leading you to not give yourself enough credit and to be too hard on yourself. As a result, you are likely to feel frustration, anxiety and despair when you do not live up to expectations. Spend time with people who make you feel good and doing things which are fulfilling and enjoyable.

#### **Role Frustration:(Stress Factors)**

You are currently either expecting more out of yourself in your role than you can give or more satisfaction and recognition from role accomplishments than you can achieve. In either case, you will feel anxiety, frustration and despair. Seek feedback to realistically evaluate what you can do, what you want to do and what you are willing to do.

#### **Goal Achievement:(Stress Factors)**

Your strong sense of self perfectionism can lead you to feel a compulsion to push toward goals that may or may not be realistic or fulfilling. As a result, you will feel anxiety, frustration and despair when you do not meet your expectations. Set short term goals based on past successes which can be fulfilling and rewarding to you.

#### **Despair Index:(Stress Factors)**

Your overall attitude tends to be somewhat cautious and skeptical leading to anxiety and frustration, especially when things do not work out as you expect. Spend time and energy evaluating the positive things you are accomplishing, the positive things which are happening around you and the opportunities for positive development in your life.

#### **Health Tension Index:(Stress Factors)**

You currently do not see or value yourself as well as the world around you. As a result are subject to anxiety and stress effects. Seek feedback to identify development steps to reduce this stress and spend time and energy doing things you like to do which can help to relieve the anxiety and stress symptoms.

#### **Service:(Motivators)**

Your overly cautious, skeptical attitudes can lead you to overlook or disregard problems of others unless you feel that you can attain some immediate benefit. Examine your attitude about the value of your problem solving and decide whether providing service is an ideal that you think is important to commit your energies self to achieve.

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## **Advanced Management Assessment**

### **SECONDARY DEVELOPMENT COMMENTS**

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#### **Attitude Toward Others:(Relating With Others)**

You tend to have an overly cautious, skeptical attitude toward others which can cause you to be too critical and impatient when they do not measure up. Attend a workshop on developing personal relationships that will provide techniques for helping you pay more attention to the needs and interests of others.

#### **Prejudice/Bias Index:(Relating With Others)**

You tend to develop very skeptical, critical biases about others which concentrate on criticizing what is wrong rather than identifying what is right with others. Attend a workshop on building personal relationships that will help you identify the negative effect of biases and provide techniques for being more open and accepting of others.

#### **Patience With Others:(Relating With Others)**

You tend to constantly measure others against your practical, preset expectations and to be impatient when they do not measure up. Make a checklist of those occasions when you make up your mind, respond too fast or too critically. Use the list to remind you to become more willing to allow others to express their thinking.

#### **Sensitivity To Others:(Relating With Others)**

You tend to have overly cautious, preset and selective attitudes toward others. You are likely to focus on the social profile of the individual prior to developing a relationship and, as a result, will not always be open to the needs and interests of theirs. Seek help from others to evaluate the negative effect of your biases.

#### **Listening To Others:(Communicating With Others)**

You may become skeptical and critical because you measure and critique everything that is said against a preset standard. Take time to examine your expectations and your views before you make up your mind about what others are saying. Practice listening from their point of view and try to be patient and let others finish before you respond.

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**Advanced Management Assessment**  
**IDENTIFYING VALUE TALENT**  
**BUILDING VALUES**  
**(Sources of Flow)**

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### **Intuitive Insight**

Intuitive insight and intuitive feelings provide a powerful and reliable source for problem solving. Our research has shown that entrepreneurs, artists, salespeople and crisis problem solvers have strong intuitive ability as a common strength. Intuitive insight is a legitimate source of thinking. In many circles, this talent is treated as a source of emotion rather than thinking and logic. We measure intuitive insight as the ability to readily identify a problem, a potential solution or a direction which is fruitful, and as the ability to see a person, thing, situation or idea in its total meaning.

You have very good intuitive insight. Your intuitive ability gives you knowledge that is accurate and reliable which can immediately identify when something is wrong, when someone can be trusted, when a decision is the right decision and when the direction in which you are heading is your best and most fruitful path.

### **Practical Problem Solving Ability**

Practical problem solving ability (common sense thinking) measures the ability (1) to rely on practical, common sense thinking for identifying and solving problems, (2) to readily see crucial issues in complex, difficult and confusing situations, and (3) to see how to respond with good 'street sense' to attain practical results.

You have excellent practical, common sense ability. This key strength helps you see what is important and needs immediate attention, to identify problems and practical common sense ways for solving them and to see flaws in things and situations. Our research indicates that many individuals have this talent but either do not recognize it or do not rely on it. As a result, this strength may be a surprise to you and may not be recognized by you or by others who know you. The talent is yours, however, and is available for you to recognize and develop.

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**Advanced Management Assessment**  
**IDENTIFYING VALUE TALENT**  
**BUILDING VALUES**  
**(Sources of Flow)**

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**Keen Insight Into Others**

You have a unique and powerful gift. You are a keenly perceptive individual who has an excellent capacity to see and appreciate the worth of others. You have the ability to see both the positive character potential and the potential character flaws in others. You have a genuine gift for identifying and valuing what makes each person unique and special. Moreover, you have the ability to evaluate and understand what is being said, to identify constructive alternatives, and to organize and plan an effective response. Your keen intuitive insight can guide you toward solutions to personal problems.

Your key strength is the ability to compare and evaluate crucial issues and to organize your thinking such that you are aware of what is needed to develop and maintain relationships. You may have difficulty trusting others when you cannot determine your risk. You may also have difficulty accepting others as they are. As a result, you may spend too much time and energy trying to determine the outcome of relationships.

**Excellent Practical, Common Sense Thinking**

We live our daily lives in a concrete world full of things, events, circumstances, problems, details. We mark time by the passage of events, the growth and deterioration of things, the importance of events and situations. We measure each other by our physical and material successes. Although we know that there is more to us than the physical, we are constantly aware of the need to live and survive in our concrete world.

You have an excellent ability to be in touch with things and circumstances. You have the ability to readily identify what needs to be done and what is important and needs attention. You have an excellent capacity to see and appreciate common sense thinking and the need to pay attention to practical, concrete detail. You are sensitive to the need for getting things done on time and to the need to organize things and situations such that there is a practical result. You have the ability to see flaws in things and to detect concrete problems and practical solutions.

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**Advanced Management Assessment**  
**IDENTIFYING VALUE TALENT**  
**BUILDING VALUES**  
**(Sources of Flow)**

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**Very Good Conceptual, Analytical Thinking Ability**

Each morning when we get up, we believe that the sun will be in the sky and that the air we breathe will be available to us. This faith or belief factor gives meaning to our experiences. Meaning brings order to our experiences, gives us names and labels which we can use on a common basis, helps us anticipate where we will go, reinforces our beliefs and helps us form habits such that we do not have to experience each experience as totally new.

You have a very good ability for seeing and appreciating the need for order, structure and conceptual meaning. You have a keen appreciation for ideas, plans and strategies. You will likely pay attention to keeping things consistent, doing things right, focusing on clear, orderly thinking and being concerned about the results and consequences of your thinking. You understand the importance of rules, norms and authority for helping us feel secure. You may become too concerned about keeping things in order and, as a result, may feel frustrated when things do not work out as you expect.

**Self Direction and Self Determination**

The basic questions for all time are enduring 'Who am I?', 'What am I?' and 'What ought I to be?'. These three questions sum up our quest to be. We want to know that we have a purpose, that our lives have meaning. In fact, our research indicates that the strongest and most consistent motivating factor in all individuals is self direction and self purpose.

You are extremely fortunate to have a powerful combination of insight into inner ideals and a strong commitment to self direction, to the creation and fulfillment of your goals. This combination gives you the capacity to be very goal directed, capable of seeing goals and driving toward them with persistence. Your commitment to personal ideals gives you a sense of self excellence and perfection which can lead you to demand the best out of yourself and a strong moral code which instills a sense of responsibility for your conduct. Your persistence, however, can turn into insistence that your way is right regardless of circumstances.

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**Advanced Management Assessment**  
**IDENTIFYING VALUE TALENT**  
**BUILDING VALUES**  
**(Sources of Flow)**

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**Social, Role Confidence**

Our research identifies three key sources for motivation needs, wants and expectations. Expectations define our goals, our sense of meaning and purpose. Needs define our total, inner self including everything from fulfillment to ambition. Our wants focus on what we are doing, what satisfies us, what gives us a sense of enjoyment and makes us feel that we fit into society. Wants then define our social and role self, what we are, and bring to one point in time what we think we ought to be and who we ultimately are.

Doing well in your chosen job, being recognized for your efforts and achievements and living up to expectations of others are all extremely important to you. You have a strong sense of confidence that you can perform to expectations. Moreover, you feel satisfied with what you are doing and believe that you are performing well. You may become too focused on your social and role image leading you to expect more out of your role accomplishments than is possible or more out of yourself than you can do.

**Dynamic, Positive Attitude Toward The World**

Our research proves that all individuals have special talent and gifts which form the basis of their uniqueness and which can be developed and applied. Our experience also shows that most performance difficulties occur not because of lack of talent but from a lack of access to the talent. Many times individuals who succeed do not have the greatest talent. What these successful persons do have is the ability to utilize what talent they have. They believe that things can and will work out for them.

You are extremely fortunate to be one of those individuals who has a dynamic, positive overall attitude toward the world around you. Regardless of the difficulties that come your way, you believe that things can and will work out. Your trust and optimism gives you a sense of comfort in difficult situations and provides you the ability to bounce back and deal with stress, mistakes and failures.

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***Advanced Management Assessment***  
**IDENTIFYING VALUE TALENT**  
**BLOCKING VALUES**  
**(Sources of Interference)**

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**A Need For Self Affirmation**

One of the most consistent factors we have seen in over seventy percent of all individuals is a tendency to not give themselves enough credit. We have seen this factor in individuals who are top achievers as well as individuals who are not achieving any success in their careers. We call this factor a need for self affirmation, that is, a need to do something such that other people will affirm that you are worthy and have value.

You are currently experiencing this common need for self affirmation. As a result, you will tend to measure yourself against what you think you ought to be or against what others think you ought to be. You may feel frustrated and disappointed in yourself even when you are achieving success. Moreover, you tend to be too sensitive to what others think or say about you. Because you do have a good understanding of your inner self worth, the need for self affirmation will likely function as a motivating factor building a strong need to achieve recognition and attention to your worth.

**Perfectionistic Self Image and Expectations**

Sometimes the strength which results from our focused attention and energy can become a blocking, restrictive force. We are all familiar with examples of persons of enormous talent in sports, academics, or politics who are highly successful in their work but have difficulty handling relationships, running their businesses, or simply coping with normal problems. These individuals act as though they have blinders on seeing only what is in front of them.

Your commitment to personal goals and ideals which produces drive and persistence can potentially lead you to put blinders on and become too focused on what you think is right for you. As a result, you can become stubborn about what you must do turning persistence into insistence that your way is right regardless of circumstances. You may set goals which are challenging but are not rewarding leading you to either loose interest in them or not feel satisfied when you achieve them. Moreover, you may feel frustration and anxiety when things do not work out exactly as you expect.

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**Advanced Management Assessment**  
**IDENTIFYING VALUE TALENT**  
**BLOCKING VALUES**  
**(Sources of Interference)**

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**Too Much Attention To Social, Role Image And Expectations**

How well you perform in your role or job and how you are seen by others is extremely important to you. In fact, you tend to define your self worth through your social image and your job performance. Your concern about how well you are performing and about social recognition can act as a source of confidence and strength. You tend, however, to become too concerned about how other people see you, to place too much emphasis on status and social image, and to overestimate either how much fulfillment you can attain through your achievements or your ability to perform.

You tend to see and value yourself only through your role and through what others think or say about you. As a result, you are likely to be too sensitive to what others think or say. You tend to be overconfident about your ability to perform and are likely to overlook your potential for mistakes, to not see your mistakes and errors, and to be too quick to take on tasks before you have realistically evaluated what you can do.

**Perfectionistic, Demanding Attitudes Toward Others**

You tend to approach individuals through your ideas, ideals, and expectations measuring them against these filters. You can become overly critical of, demanding on, and impatient with others when they do not measure up; however, you feel a strong sense of respect for the rights of others and will likely be committed to fairness in your relationships. You tend to think when you should feel leading you to not be responsive to personal problems which are not defined as important by you.

You have the ability to see and understand what is said but will likely pay most attention to evaluating responses against your expectations. You tend to overlook, discount or criticize another person's perspective and to be impatient and demanding when you cannot get them to see and accept your point of view. You have the ability to build well organized, clear responses and explanations but you tend to be overconfident when relying on the logic of your position to persuade others to see things your way.

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***Advanced Management Assessment***  
**VALUE STRUCTURE OVERVIEW**  
**WORLD**

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**EMPATHY**  
**(CRYSTAL CLEAR)**

You are a keenly perceptive individual who has an excellent capacity to make sound judgments about others. You are an intuitive, feeling person but you tend to relate in a cautiously discrete manner. Moreover, you are likely to open up more readily to those who meet your biases and expectations and can become overly critical of and impatient with others especially when they do not measure up.

**PRACTICAL THINKING**  
**(CRYSTAL CLEAR)**

You have an excellent capacity for practical, common sense thinking and for concrete organization. You are extremely attentive to concrete detail and are a very results oriented, now oriented person. You can become too results and now oriented and may become too pragmatic and critical in your thinking.

**SYSTEM JUDGMENT**  
**(CLEAR)**

You have a very good capacity for seeing and appreciating the need for structure, order, consistency and authority. You tend to be a conceptual, analytical thinker and a proactive planner who likes to fit all of the pieces together before making a decision. Your strong sense of perfectionism may turn into a stubborn insistence that things be done right regardless of circumstances.

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**Advanced Management Assessment**  
**VALUE STRUCTURE OVERVIEW**  
**SELF**

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**SELF ESTEEM**  
**(CLEAR)**

You have the ability to understand your inner self worth but you are currently depreciating your own inner worth. You do not give yourself as much credit as you should measuring yourself either against your own idealistic and perfectionistic expectations or against the expectations of others. In either case, you will tend to blow up your imperfections and become sensitive to what others think or say about you.

**ROLE AWARENESS**  
**(VISIBLE)**

You have the ability to understand your social/role image but tend to pay too much attention to image and role responsibilities. As a result, you tend to overestimate your ability to perform expecting more out of yourself than you can give or to overestimate the amount of self fulfillment you can attain through social status and recognition. In either case, you can be overconfident potentially overlooking your own potential for error.

**SELF DIRECTION**  
**(CLEAR)**

You are an extremely goal directed person who has a strong sense of commitment to inner ideals and principles, to what you think is right. You are a very persistent person who is likely to remain on target regardless of circumstances; however, this persistence can turn into insistence that your way is right regardless of circumstances and into a compulsive need to push ahead.

**Advanced Management Assessment**  
**COMPOSITE ATTITUDE SURVEY**

	<b>INATTENTIVE TO THE CAPACITY</b>	<b>CAUTIOUS ABOUT THE CAPACITY</b>	<b>ATTENTIVE TO THE CAPACITY</b>	<b>OVERATTENTIVE TO THE CAPACITY</b>
EMPATHY (CRYSTAL CLEAR)	KEENLY PERCEPTIVE DISCRETE INTUITIVE PRESET			
PRACTICAL JUDGMENT (CRYSTAL CLEAR)				KEENLY PERCEPTIVE RESULTS ORIENTED PRAGMATIC
SYSTEM JUDGMENT (CLEAR)			PERFECTIONISTIC IDEALISTIC STRUCTURED ANALYTICAL	

**EMPATHY:**

The ability to see and accept others as they are.

**PRACTICAL JUDGEMENT:**

The ability to see and appreciate practical, functional, and material values.

**SYSTEM JUDGEMENT:**

The ability to see and appreciate system, order, conceptual and analytical thinking and planning.

**Advanced Management Assessment**  
**COMPOSITE ATTITUDE SURVEY**

	<b>INATTENTIVE TO THE CAPACITY</b>	<b>CAUTIOUS ABOUT THE CAPACITY</b>	<b>ATTENTIVE TO THE CAPACITY</b>	<b>OVERATTENTIVE TO THE CAPACITY</b>
<b>SELF ESTEEM (CLEAR)</b>	INATTENTIVE TO INNER SELF TOO DEMANDING ON AND CRITICAL OF THEMSELVES			
<b>ROLE AWARENESS (VISIBLE)</b>			EXTREMELY ATTENTIVE TO SOCIAL/ROLE IMAGE; OVER CONFIDENT	
<b>SELF DIRECTION (CLEAR)</b>				PERCEPTIVE PERFECTIONISTIC IDEALISTIC PERSISTENT INSISTENT

**SELF ESTEEM:**

The ability to see and accept oneself as a unique and individual person.

**ROLE AWARENESS:**

The ability to see and appreciate one's role and/or social contribution.

**SELF DIRECTION:**

The ability to see where one ought to go and to feel a strong sense of persistence.