

Dictionary for the Components

Esteem

Sensitivity in relating to individuals - how an individual prefers or needs to deal with close personal (one-on-one) relationship issues that impact one's sense of self-esteem - especially approval and criticism issues in these close relationships.

Acceptance

Relating to people in groups - how an individual deals with people in groups or casual situations. The amount of participation and involvement a person expects, not only with work teams in group settings, but also with people in social gatherings.

Structure

Systems and procedures - how an individual prefers to control the issues associated with detail, structure, follow through and routine.

Authority

Directing and controlling - how an individual deals with authority. Authority addresses the amount of dominance a person prefers to exercise and expects from others.

Advantage

Individual and team competitiveness - how comfortably an individual deals with security and materialism issues with financial or prestige risk.

Activity

Preferred pace for action - how an individual directs his or her use of physical energy. How energy is expressed or used and how the person best goes about recharging that energy.

Challenge

Self imposed demands for achievement - how an individual manages or maintains commitment and feelings of overall self-worth.

Empathy

Involvement of feeling - how an individual goes about expressing and dealing with emotions and feelings; the openness or comfort felt with the emotional aspects of life.

Change

Dealing with change - how an individual handles interruptions and disruptions of significant priorities and efforts.

Freedom

Personal independence - how unconventional an individual is in outlook. The person's spontaneity when approaching tasks and situations.

Thought

Active vs. reflective orientation - how an individual approaches decision-making. It deals with how much time and reflection a person takes and expects from others when making decisions.

The Components-At-A-Glance contains 33 scores describing Usual Behavior, Individual Needs and Stress Behavior in eleven areas.

COMPONENTS AT A GLANCE

