

## Definitions

**Aggressiveness** - Being assertive and taking charge.

**Authority Relationships** - Demonstrating cooperation and respect for leaders.

**Closure** - Agreeing upon and completing courses of action with others.

**Commitment** - Supporting the organization's goals and directives.

**Communications** - Giving and receiving information.

**Competitiveness** - Obtaining advantage through team or individual effort(s).

**Concentration** - Focusing and avoidance of distractions.

**Conflict Management** - Weighing in on and resolving differences.

**Creativeness** - Envisioning new options, either practical or theoretical.

**Decisiveness** - Choosing a course of action with speed and ease.

**Detail Orientation** - Attention to facts and experiences making one a competent and skilled expert.

**Ego** - Gaining respect and demonstrating confidence.

**Emotional Composure** - Maintaining professionalism and poise.

**Goal Orientation** - Seeking challenges toward reaching objectives.

**Influence** - Gaining acceptance of ideas.

**Initiative** - Taking action without being told.

**Instructiveness** - Coaching, teaching or sharing information with others.

**Intensity** - Effectively controlling stress.

**Intimacy** - Sensing what others are feeling and responding to their needs.

**Learning** - Advancing knowledge, skills and abilities.

**Listening** - Seeking to understand what others are saying.

**Mobility** - Accommodating to requirements for moving about and/or travel.

**Negotiating** - Bargaining effectively for a strongly held position.

**Planning** - Thinking and organizing strategies, for either near or long-term.

**Presentation Style** - Holding others' attention while presenting.

**Response to Change** - Modifying work practices to accommodate new direction.

**Schedule Orientation** - Creating and meeting time commitments.

**Self Responsibility** - Taking personal accountability.

**Sociability** - Building a network of relationships.

**Structure** - Creating order and staying organized.

**Task Completion** - Staying with a task until it has been thoroughly accomplished.

**Time Competency** - Managing time efficiently.

**Vitality** - Maintaining energy and stamina.