

Behavioral Competency	Score	Description
Organizational Compatibility	8.6	The tendency to work co-operatively with others (assuming sufficient job related knowledge and team compatibility)
Interpersonal Skills	8.3	The tendency to have a balance of traits that relate to effective interaction with others
Coaching	8.3	The tendency to effectively facilitate the development of others (one-to-one interactions)
Receives Correction	8.0	The tendency to accept guidance intended to improve performance
Innovative	7.9	The tendency to create new and more effective ways of doing things
Doesn't Need Structure	7.8	The tendency to work effectively without much structure (assuming sufficient job related knowledge)
Self-Employed	6.9	The tendency to be effective when self-employed (does not necessarily indicate sufficient business-related knowledge)
Negotiating	6.3	The tendency to bargain in order to reach a beneficial agreement
Tolerance Of Evasiveness	6.0	The level of comfort related to dealing with people who are indirect or lacking in frankness
Effective Enforcing	5.0	The tendency to skillfully correct others when they are violating rules or performing poorly
Judgment (strategic)	2.1	The tendency to have a balance of traits necessary to discern pertinent information, and formulate an effective strategy

Functions

The general functions below are composed of multiple traits designed to give you a broad indication of your level of enjoyment related to each role. If your score is 8 or above, you are more likely to enjoy that role and if your score is below 5, you are unlikely to enjoy that role. However, the scores do NOT indicate your level of enjoyment for all jobs within each broad category.

Functions	Score	Description
Customer Service - Friendly	9.6	This template is for a position in which the primary requirement is friendliness (not necessarily efficiency). It focuses on a variety of interpersonal skills related to serving customers. It also screens for personal honesty and at least a moderate level of motivation.
Sales - Cold Calling	9.2	This template relates to sales in general but is oriented toward sales positions that require prospecting for new clients with mostly cold calling. It focuses on achievement, self-motivation, and various interpersonal skills related to persuasion.
Supervisory	7.0	This template is designed for a position that has supervisory responsibilities. It focuses on self-motivation and organization. It also screens for a lack of interpersonal skills necessary to be a supervisor.
Management - Middle	4.6	This template is designed for a position that has the responsibilities of middle management. It focuses on achievement, self-motivation, leadership, and decision-making. It also screens for a lack of interpersonal skills necessary for management.
Management - Upper	4.2	This template is designed for a senior management position. It focuses on leadership, achievement, self-motivation, decision-making, and various interpersonal skills that relate to leadership.
Technical	3.8	This template is specifically designed for a technical position. It focuses on analytical tendencies, organizational skills, and self-motivation. It also screens for a lack of interpersonal skills necessary for interacting with co-workers.
Administration - General	0.0	This template is specifically designed for a general administration role. It focuses on being organized and detail oriented. In addition, it screens for a lack of interpersonal skills necessary for interacting with co-workers.

