



#### When Scale I is High

- Works best with minimal supervision and control
- Decisive and direct, likes to control the work environment
- Takes a challenge easily
- Comfortable with change

#### When Scale II is High

- Generally optimistic and enthusiastic
- A good promoter and motivator
- Enjoys freedom of movement
- Better with the big picture than the details

#### When Scale III is High

- Known as a dependable and steady team worker
- Enjoys a stable and predictable work environment
- Friendly and usually works to get along with co-workers

#### When Scale IV is High

- An analytical individual who is accurate and good with details
- Enjoys working where critical thinking is needed
- A conscientious person with a well-developed idea of 'right and wrong'

#### When Scale V is High

- Internally motivated to make own decisions and then take action
- Forceful, will seek to be in charge and in control
- Strong willed

#### When Scale V is Low

- Responds to external motivation
- Usually an effective team member who follows direction well
- Comfortable with a strong manager and leader