



WRC Life Values Index™

Sample Report

Platform Taken On: -

Date & Time Taken : 03.21.2013 10:12 AM (Eastern Time)

Assessment Duration: 3 Minutes

Well-Run Concepts Inc.
Job Matching and Developing Top Talent

www.well-run.com

Welcome to YOUR Life Values Index:

You are a unique individual and many aspects make up your “personality”. The foundation of **YOU** is made up of your values of yourself and the world around you. In the Life Values Profile we look specifically at your understanding and feelings about the world around you (The World View) and yourself (Self View). Together this will show YOU insights into **WHY** you do the things you do, **HOW** you go about doing them and **WHAT** you can do when you are fully engaged.

WORLD VIEW: This measures how much you understand and how you feel about the external world around you. Do you understand people and do you tend to over-value relationships, treat them situationally or manipulate them to get what you want? Do you know how to get things done and do you tend to be a doer or a delegator? Do you understand rules and systems and do you rely heavily on them or tend to be a maverick and bend or break them?

SELF VIEW: This measures how much you understand and how you feel about yourself. How well do you understand your strengths and weaknesses, where you are and where you are going? How do you feel about your potential to grow and develop, your current roles in life and your direction toward the future? Are you focused on the past, the present or the future and how does that affect you today?

COMBINED ATTRIBUTES: These attributes are measured by combining your World View and Self View to get a complete picture of **YOU**.



Your Life Values Index is made up of two worlds:

WORLD VIEW:

This measures how much you understand and how you feel about the external world around you. Do you understand people and do you tend to over-value relationships, treat them situationally or manipulate them to get what you want? Do you know how to get things done and do you tend to be a doer or a delegator? Do you understand rules and systems and do you rely heavily on them or tend to be a maverick and bend or break them?

SELF VIEW:

This measures how much you understand and how you feel about yourself. How well do you understand your strengths and weaknesses, where you are in your different life roles, and where you are going? How do you feel about your potential to grow and develop, your roles in life, and your direction toward the future? Are you focused on the past, the present or the future and how does that affect you today?

COMBINED LIFE ATTRIBUTES:

These attributes are measured by combining your World View and Self View to get a complete picture of YOU.

World View



This measures how much you understand and how you feel about the external world around you. Do you understand people and do you tend to over-value relationships, treat them situationally or manipulate them to get what you want? Do you know how to get things done and do you tend to be a doer or a delegator? Do you understand rules and systems and do you rely heavily on them or tend to be a maverick and bend or break them?

1. Life Judgment:

How well do you understand life from the perspective of people, tasks and systems?



This is a general measure of your ability to identify and judge relative value in life. This is a summary score reflecting your clarity concerning the three primary dimensions of external value in life described below.

1. Interpersonal relations with family, friends and other people,
2. Ability to practically, and comparatively, evaluate and interface with material things, as well as social/professional processes and events,
3. Organization and order/structure in life - including laws, rules, plans & knowledge.

A **high score** indicates a clear and definite understanding of life and how to best adapt to challenges and changing situations.

2. Emotional Control and Composure:

How well do you maintain emotional control under situational stress?



This score reflects your capacity to face problem situations in an appropriate and rational manner, without loss of objectivity or emotional control.

A **high score** indicates balanced attitudes and the tendency to cope well and stay calm, cool and collected.

3. Understanding Other People:

How important are friends, family and acquaintances to you?



This score measures your understanding of others and your mental clarity regarding the importance of other people in your life. It measures how highly you value and appreciate others. Your clarity score expresses your judgment about how high or how low you place “relationship” values within the full spectrum of life values.

A **high score** indicates people who are capable of managing interpersonal relationships well and tend to be sensitive to and supportive of others within their life horizon.

Note: The next 2 attributes (with percentage scores) are relative to the value of the attribute score above (with the 10 point scale). If the number **above is in the high range**, then the attributes below are **less significant** and become more tendencies (or situational attributes) as your score above approaches a 10.

4. Interpersonal Harmony:

Generally, how well do you get along with others?



This score is a measure of your attitude toward effective, harmonious relations with others, including the emotional satisfaction and fulfillment you gain from your interaction with other people. It shows your attitude and feelings toward the positive aspects of interacting with others and the benefit others can bring into your life.

An **under-valued** attitude indicates varying degrees of emotional distance from others on the personal level, and in some cases, caution, reluctance or fear of being close to or working closely with others.

You may have a stronger focus on work skills, social skills or organizational systems and obligations, versus focusing on interpersonal harmony.

5. Interpersonal Conflict:

How well do you handle others' shortcomings and personal disputes?



This measures your attitude toward interpersonal conflict and discord with others. It shows your attitude toward the negative aspects of interacting with others and the potential harm others can and often do.

An **under-valued** attitude indicates that potential faults or negativity in others is under-valued or overlooked, making others' mistakes and shortcomings less bad than they really are, which could indicate that you are a person who prefers to avoid conflict situations, or that you are very forgiving of others' faults and deficiencies; you are willing to give them the benefit of the doubt or a second chance.

6. Understanding Practical Social Living:

How clearly do you understand and value things and the cause and effect process realities involved in the actions and events of life?



This dimension reveals your mental grasp of tangible, observable life realities: actions, causal relations between efforts and results, social and professional reality, routines and how they all fit together in space and time in actual life situations. This score measures your capacity to understand tangible things and events and how they relate to each other comparatively, including jobs, tasks, social events, and relating to others in their functions in life.

A **high score** indicates you know what to do and when to do it in a given social, practical or professional situation.

Note: The next 2 attributes (with percentage scores) are relative to the value of the attribute score above (with the 10 point scale). If the number **above is in the high range**, then the attributes below are **less significant** and become more tendencies (or situational attributes) as your score above approaches a 10.

7. Attitude toward Social/Economic Success:

Do you thrive in your social and professional setting?



This score reflects your attitude toward the benefits of social conformity, adaptability and success. It shows how you relate to the good, constructive aspects of social, professional and economic norms.

An **over-valued** attitude indicates sensitivity to and reliance on practical efficiency, and reflects your attitude toward social and economic success. You value your social interactions with others and are socially adept – a good communicator; you find it easy to make friends and you value a good job because it leads to economic success and achievement. If you have this attitude, you may also have an overactive social consciousness (fastidious grooming habits, working out to stay fit, maintaining a healthy, well-balanced diet, etc.) with excessive emphasis on meeting or exceeding social standards and valuing social and professional acceptance and prominence. Providing and maintaining a comfortable home atmosphere for your family and friends, and getting together socially is an important part of this.

8. Attitude toward Social/Economic Problems:

What is your typical response when situations do not go as you would like?



This score reflects your attitude toward conflicts and problems often encountered in the daily course of life. It shows how you relate to the negative, destructive aspects that often emerge in social, professional, or economic situations.

A **neutral** attitude indicates realism and objectivity with regard to inefficient, destructive and/or non-productive aspects of life. You generally cope well or know how to compensate when something goes wrong practically, economically, or socially, and try to get things back on track.

9. Understanding Systems, Organization and Authority:

How well do you understand systems, authoritative knowledge and the demands for organization and order in life?



This dimension is about “what’s what” in life in terms of language and knowledge and how social and professional life is organized with laws, rules, authoritative knowledge, and government or company regulations. It involves laws, standards, principles, organization, policies, rules, and all elements establishing definition, structure, and order.

A **high score** indicates conscientiousness and clear understanding of rules, standards and planning, as well as productive relations with authority figures, and using common sense.

Note: The next 2 attributes (with percentage scores) are relative to the value of the attribute score above (with the 10 point scale). If the number **above is in the high range**, then the attributes below are **less significant** and become more tendencies (or situational attributes) as your score above approaches a 10.

10. Attitude toward the Benefits of Systems in Life:

How cooperative and respectful are you toward authority figures and the laws and regulatory systems they have set for society?



This score measures your attitude toward the benefits of cooperative living in a society governed by law and effective order and discipline.

A **neutral** attitude toward the beneficial aspects of system and order, shows realism and objectivity toward the “good” aspects of rules, plans and established policies, with a two-way communication style centered on genuine willingness to cooperate with laws, regulations and authority figures. You are willing to comply with rules, regulations and policies, especially if you think they work well; but you are also willing to speak up if you believe something is wrong or not working, and may be willing to bend the rules if it serves a practical purpose.

11. Attitude toward the Deficiencies of Systems in Life:

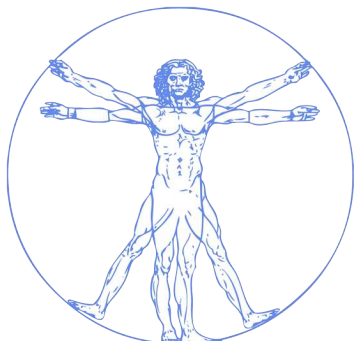
To what extent do you accept or reject going against the system and breaking the rules?



This score measures your attitude toward disorganization, deficiencies in systems and planning as well as rule-breaking.

An **over-valued** attitude toward the “bad” in systems indicate that you feel systems deficiencies or breaking the rules is worse than it really is. If you have this attitude, you will tend to point out any shortcomings you see in established systems or organizations, and especially in authority figures (misinformation, deceptions, abuse of authority, etc.). You may be punitive and openly critical of people who “cheat” or break the rules, harm others, or who don’t plan well enough for their future and their family, causing financial strain; as well as authority figures or officials who may not live up to reasonable expectations.

Self View



This measures how much you understand and how you feel about yourself. How well do you understand your strengths and weaknesses, where you are and where you are going? How do you feel about your potential to grow and develop, your current roles in life and your direction toward the future? Are you focused on the past, the present or the future and how does that affect you today?

12. Self-judgment:

How clearly do you understand the linkage between being, doing and thinking?



This is a summary score of your clarity regarding the three primary dimensions of self worth:

- Self-identity/Self Direction & Purpose,
- Life Role Appreciation, and
- Your Intuitive Awareness of Self-worth.

A **high score** indicates a clear understanding of your unique individuality, your social and professional roles, and your future anticipations, reflecting healthy self-esteem.

13. Self-control:

How well do you handle and respond to situational stresses that directly affect you?



This is a measure of handling the stresses of everyday life – the capacity to keep your emotions well organized and under control when confronted with personal problems, and your ability to respond to these problems in a calm, rational manner.

A **high score** indicates the ability to remain calm and objective in high stress situations, especially those involving personal life changes or challenges.

14. Sense of Self-worth:

How well do you understand the value you bring to life as a unique individual?



This score measures your intuitive sense of self-worth, an awareness of your “being there,” apart from what you can do and achieve.

A **high score** indicates a strong, clear understanding of the self-worth you have as an irreplaceable human being - an awareness of your unique, individual self (who you are), without defining yourself through what you can achieve.

A high score also reflects you have faith in yourself and your potential, and understand your strengths and weaknesses very well. You have a clear set of principles and beliefs that guide your life, and in general, you try to do your best, no matter what you choose to get involved in, because doing your best makes you feel happy and good about yourself.

Note: The next 2 attributes (with percentage scores) are relative to the value of the attribute score above (with the 10 point scale). If the number **above is in the high range**, then the attributes below are **less significant** and become more tendencies (or situational attributes) as your score above approaches a 10.

15. Attitude toward Personal Potential:

Do you have the inner desire to grow and improve through accessing and drawing out your potential?



This score reflects your emotional orientation toward your inner potential, and the degree to which you desire to develop more of your potential and bring it into reality. It is a measure of the quality of your internal motivation.

An **over-valued** attitude indicates that you are authentic, and totally enjoy being yourself, especially when combined with a high clarity score in Sense Self-worth; you believe in yourself and feel confident and comfortable in the world.

You enjoy doing your best, and live according to a clear set of principles and beliefs. You may judge yourself as already having arrived at the full development of your potential, which could make you come across to others as arrogant or narcissistic at times.

16. Attitude toward Personal Problems:

What is your attitude concerning personal problems?



This score reflects your orientation toward personal problems or obstacles that may stand in your way to achieving success in life.

An **under-valued** attitude indicates that you feel you do not have any personal problems or deficiencies to overcome. If you have this attitude, you are essentially saying everything is great and you have no problems – your life is full of purpose and you have nothing to be ashamed of or unhappy about.

17. Life Role Appreciation:

Do you feel your talents are being fully utilized within the demands of your current roles in life?



This score measures your ability to achieve and maintain the harmonious integration of your professional, personal and social roles. This score indicates the degree to which you are getting personal fulfillment from your roles as well as your identification with your various roles in life.

A **high score** indicates you love what you do for a living and identify with your various personal and professional roles, and that you have achieved a high level of role harmony. You tend to fully apply yourself to the role or position where you can earn a living; you tend to be fully present in that role, and tend to be highly success-oriented.

Note: The next 2 attributes (with percentage scores) are relative to the value of the attribute score above (with the 10 point scale). If the number **above is in the high range**, then the attributes below are **less significant** and become more tendencies (or situational attributes) as your score above approaches a 10.

18. Attitude toward Peak Performance:

To what extent do you enjoy the benefits of your current roles in life?



This score reflects the degree to which you enjoy your professional roles, as well as your family or personal responsibilities, and whether you maintain preparedness for higher levels of success.

A **neutral** attitude indicates an objective, balanced view of your life roles and a clear understanding of why you are engaged in your various roles or positions. You have a realistic attitude towards role involvement and success, and you tend to see the pros and cons of your professional, social and personal roles equally well.

19. Attitude toward Performance Problems:

How do you respond when problems arise or things go wrong?



This score reflects your attitude toward problems in your role performance, work ethic, social habits, and professional preparedness and participation.

A **neutral** attitude indicates you have an objective, realistic view of potential or actual problems that relate to your roles, such as poor working conditions, or a heavy workload, but you generally do your best to keep those problems under control. This may also mean you may be somewhat resigned to your current situation or position.

20. Self-direction and Purpose:

How clear are you about your future – do you have definite goals?



This score measures your self-identity in terms of where you are going in the future. This score is about the definition of your “comfort zone” in the world, and your mental understanding of the planning and discipline necessary to best organize your life and plan and prepare for your future.

A **high score** indicates you feel a strong sense of purpose and belonging in your world; you have a clear and mature self concept in terms of what you do in life – as well as definite plans for the future. You understand productive work principles and you have clear goals, as well as the discipline to forge ahead to your targeted destination.

Note: The next 2 attributes (with percentage scores) are relative to the value of the attribute score above (with the 10 point scale). If the number **above is in the high range**, then the attributes below are **less significant** and become more tendencies (or situational attributes) as your score above approaches a 10.

21. Attitude toward Personal Growth:

What is the quality of your mental self image and how do you project yourself into the future?



This score reflects your attitude about your positive goals and aspirations.

An **under-valued** attitude indicates a lack of self-discipline and direction and an attitude of uncertainty or confusion concerning appropriate goals, as well as the lack of an overarching plan for your life.

Any problems you may be experiencing in this area are likely temporary or situational. You should be able to resolve them quickly and move on.

22. Attitude toward Personal Setbacks:

How do you handle personal setbacks and potential failures?

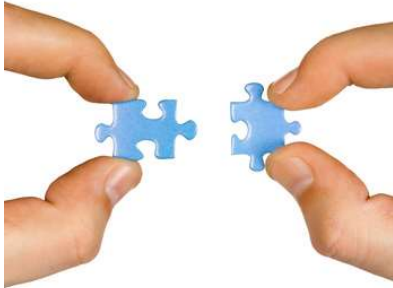


This score indicates your attitude towards barriers, difficulties and “loss of direction” on the road to success in life.

An **over-valued** attitude indicates that you may feel it is difficult to get ahead or reach higher levels of success. You may have unrealistic expectations that are not being fulfilled, or you may fear what the future will bring.

Any problems you may be experiencing in this area should be temporary or situational. You should be able to resolve them quickly and move ahead.

Combined View



These attributes are measured by combining your World View and Self View to get a complete picture of YOU.

23. Accountability for Others:

Do you take responsibility for the actions of others?



This score measures the degree to which a person will take responsibility for the actions of others. One who is accountable for other people will say “the buck stops here” for all errors, omissions, or poor performance.

A **high score** indicates you are accountable for others in virtually all circumstances, without trying to make excuses. You do not lay the blame on other people publicly. You accept the consequences of the actions of people you are responsible for.

24. Concentration:

How well can you maintain focus throughout a given task or project?



This is the measure of your ability to focus full attention on the task at hand.

A **highscore** indicates you are not easily distracted; you are one who works with intensity. A high score also indicates you focus well and do not like to be disturbed or interrupted.

25. Conceptual Thinking:

How well are you able to visualize a plan or model conceptually from start to finish?



This score measures how well a person can mentally envision a big picture (comprehensive, long-range plans or goals), or visualize models, methodologies or processes. It includes the capacity to identify, evaluate and allocate resources that will be needed to implement and achieve the specific plans or long-range goals, while accurately visualizing the potential results.

A **high score** indicates you definitely have the capacity to mentally envision models, methodologies, and processes, as well as the execution of a long-range plan or projection. You also tend to make accurate predictions concerning the potential results.

26. Conflict Management:

How well do you manage conflict?



This score measures the capacity to identify and resolve differences of opinion, disagreements, contention and opposition, through making the adjustments necessary to bring them into accord. Conflict management includes gathering relevant information through appropriate questioning and listening. Then ensuring each party fully understands the other's views, in an open and candid manner. This entails presenting well-documented, relevant data, and options for reaching the best resolution with personal conviction to gain consensus.

A **high score** indicates you are very sensitive to conflicts, and utilize integrity and diplomacy to achieve harmony between your family members, friends or others you are associated with in life. You tend to promote collaboration versus competition by destroying the "I-you" or "we-they" barrier, with a focus on relationships. This includes resolving conflict in a constructive way that insures the people involved can work and interact together with openness, trust and mutual respect.

27. Continuous Learning:

How motivated are you to keep learning?



This score measures the degree of a person's desire and motivation to consistently learn more.

A **high score** indicates you have a passion for knowledge in general, and you enjoy learning new skills as well. You like to keep up with what is happening in the world (news), as well as innovations in your industry or profession, and take advantage of continuing education courses or training opportunities.

28. Decision Making Ability:

How well do you make decisions?



This score measures the ability to make consistently sound, accurate, and timely decisions in your life.

A **high score** indicates that you can effectively make decisions that are consistently appropriate, productive, and efficient. This enables you to take charge of your life and quickly make changes as needed to respond to the challenges and demands of the world around you.

29. Diplomacy and Tact:

Do you maintain poise under pressure and promote cooperation and understanding?



This score measures a person's sensitivity to others and appreciation of their feelings. It also focuses on the sensibility and tact it takes to promote cooperation and understanding on all sides, without causing conflict.

A **high score** indicates you have developed a keen sense of what to do or say in difficult or delicate situations, to maintain good relations with others and avoid offending them. You tend to create a good impression when meeting strangers, are socially adept, and maintain poise even under the stress of potentially embarrassing, or volatile situations. If you are called upon to criticize or correct someone, you do your best to raise receptivity and keep the interaction constructive.

30. Empathy toward Others:

Do you understand and empathize with people?



This score measures a person's capacity and capability for managing interpersonal relationships in a sensitive manner, with care, appreciation and respect for the other person and their thoughts, feelings, and point of view.

A **high score** indicates you are able to effectively understand and empathize with other people, with genuine sensitivity to their needs and desires; putting yourself in their shoes. You are perceived as a caring person who is concerned about taking care of the people. At times, you may even put a person's needs ahead of getting things done or following rules or laws.

31. Flexibility:

How adaptable are you?



This score measures a person's capacity to adapt easily to different types of people, new situations and changing environments.

A **high score** indicates you are not rigid or stubborn in your thinking or approach to life. You are open-minded, with a willingness to compromise and entertain new thoughts, ideas, and ways of doing things. This means you have developed a high level of versatility and adapt well to change.

32. Goal Achievement:

How well do you focus on achieving your goals?



This score measures the capacity to concentrate one's full attention on the project or goal(s) at hand. It calls for unwaveringly staying on target, in spite of potential difficulties or distractions, until the project or goal is achieved. This requires clarity and dedication to the goal itself, as well as personal commitment and discipline.

A **high score** indicates you have the ability to stay focused and on track when engaged in a specific project. You always keep the goal before you, while ignoring potential problems or interruptions. You stick with it, are resourceful, and guide the project to completion, come what may.

33. Influencing Others:

Are you able to influence people to your point of view?



This score measures the capacity to convincingly present one's position, opinions, feelings, or views to others in such a way that they will listen, and be won over to adopt the same position. This usually requires good intuition, listening and communication skills, appealing to another's feelings, or sense of reason, while trying to demonstrate or prove that something is true, credible, essential, commendable, or worthy of doing or believing.

A **high score** indicates you demonstrate sensitivity and intuition in understanding the views, concerns, and potential objections, or defenses of others. You then respond to them effectively, while using the right tone and language, to positively influence their minds, or opinions.

34. Interpersonal Skills:

Do you have the skills to effectively communicate with others?



This score measures your ability to interact well with others through your sensitivity and understanding of interpersonal relationships and group dynamics, coupled with your ability to effectively communicate with others, while maintaining your emotional control (even during times of pressure and stress).

A **high score** indicates you have natural or outstanding talent in this area. You feel comfortable interacting with others and put them at ease, because you are personally, professionally, and socially adept, with excellent listening and communication skills. You know how to relate to people, and can adapt well to virtually anyone.

35. Intuition:

How well can you “feel into the situation” and process without needing to think or have all the facts about it?



This is the capacity to sense the most important aspects of complex situations and problems, with the ability to take appropriate action when all the facts are not available.

A **high score** indicates you can make accurate intuitive decisions. You have the ability to “shoot well from the hip” – a few important elements are enough for you to work with. You can feel into the core of situations without knowing or analyzing all the facts and take the right action.

36. Objective Listening:

Are you able to listen to what is being said and evaluate it in an objective manner?



This is the capacity to objectively listen, understand, and accurately interpret what someone else is saying. Listening requires focusing one’s full attention on the other person and hearing not only the content of what is being said, but also discerning the other person’s feelings and motives for what they are saying. Personal opinions and mental criticisms must be withheld while listening to objectively evaluate what was said.

A **high score** indicates you have the capacity to realistically evaluate what you hear, because you tend to be open-minded, can suspend your own judgment, and genuinely care about others’ opinions. You likely pay attention to people’s body language, tone, and content. You also have present moment awareness in conversations, rather than thinking about the work you have to do or another agenda.

37. Personal Accountability:

Do you take personal responsibility for your actions?



This score measures a person's capacity to take responsibility for their own actions, conduct, obligations, and decisions and the consequences thereof. This requires an internal willingness to be answerable for oneself and one's actions, without shifting focus or blame on anything or anyone else.

A **high score** indicates you will take personal responsibility for successes as well as failures, with no excuses. You are willing to stand behind your actions and decisions. If you have made an error, your focus will be on correcting that error and moving ahead.

38. Planning and Organizing:

Are you able to envision the future and plan accordingly?



This score measures the capacity to see the big picture and envision a different, better future as well as the ability to forge clear, realistic plans to bring this picture of the future into the present.

A **high score** indicates you are able to clearly "see into the future" as if it were in the present. Then, you see exactly how to make this futuristic picture real and actual by establishing clear goals and objectives to reach the desired outcomes.

39. Practical Problem Solving Ability:

How well are you able to solve routine problems in a practical manner?



This score measures the analytic ability needed to understand a problem or problem situation, as well as the final phase of handling problems, namely how to solve them. This requires the ability to identify exactly what needs to be done to actually resolve the problem.

A **high score** indicates you are able to understand and interpret the problem in all its aspects. You have the mental capacity and experience to dissect the problem, discern the essential aspects of it, and to identify the best option for problem resolution, given available resources.

40. Resiliency:

How resilient and persistent are you?



This score measures the capacity to steadily pursue any project or goal that a person is committed to, in spite of difficulties, opposition or discouragement. This requires inner strength, perseverance and determination to stay on course in the face of adversity, regardless of problems or obstacles.

A **high score** indicates you have a strong capacity to stay focused, motivated and committed to see the project through, or to achieve the goal you are working toward. You have the inner strength, drive and determination it takes to stay on course and bounce back, no matter what circumstances may occur.

41. Results Orientation:

How focused are you on achieving results in your life?



This score measures the capacity to clearly and objectively understand and implement all variables necessary to obtain defined or desired results, including specific people/talents, processes, speed, or whatever it takes to get the job done. This is generally demonstrated by the ability to complete tasks efficiently and meet deadlines, performance goals, or quotas as expected.

A **high score** indicates you tend to be efficient and productive in organizing your tasks toward achieving results. For you, reaching the destination is much more important than enjoying the journey. You may be highly driven or demanding, especially if you consider the results more important than the process or people necessary to achieve it.

42. Self-management:

Are you able to manage and organize yourself effectively?



This score measures a person's identity with their roles in life plus their clarity of self-organization in terms of a well-defined self-image and clear personal expectations. The combination of role understanding and self-organization reveals how people manage themselves. This requires role responsibility, personal accountability, and goal clarity, as well as self-discipline, organization, and a personal commitment to live and work up to one's self-imposed standards.

A **high score** indicates you are very good at managing and organizing yourself, and you are also a good role model for others. You are clear and definite about your life roles, and you have the necessary discipline to focus your abilities, time, and energy on achieving your future goals. You tend to take responsibility for the results of your actions, because you are good at planning your work and working your plan.

43. Self-starting Ability:

Are you motivated to jump right in and get going?



This score measures a person's sense of urgency in linking a desired future outcome to the present. If a person has the desire to achieve a future goal, this score reveals the degree to which they feel compelled to bring it about as soon as possible. Once the goal has been defined, or the plan has been created, self-starters do not need additional motivation or prodding to get going. They have the internal motivation and drive necessary to get to work.

A **high score** indicates you feel compelled to "get started now" in working toward your immediate goal or, in general, toward your envisioned, better future. You are self-reliant and demonstrate strong personal initiative and motivation to start working. People with this capacity do not need anyone else or external factors to motivate them. Your strong sense of self-motivation and drive indicates you also have the ability to lead others; you are the one who gets the mission off the ground and keeps it going forward.

44. Teamwork:

Are you focused on all aspects of teamwork?



This score measures a person's attitude toward the cooperative aspects of working closely with others, and being a contributing team member. There is no "I" in team, and good teamwork consists of surrendering, or subordinating one's personal prominence as an individual, to the efficiency of the whole, ensuring that the team functions as a collaborative harmonious unit to successfully achieve a mutual goal.

A **high score** indicates you find it easy to relate to, work with, and share well with others, as opposed to being a maverick, the "star" producer, or keeping power and control to yourself. You feel comfortable being a team member and demonstrate a willingness to do your part. This includes being the leader at times, while also contributing to the work needing to be done, and being supportive and helpful to the team members to achieve results. You believe "together, we can achieve more."

Profile Notes: