



Objective-Analytical

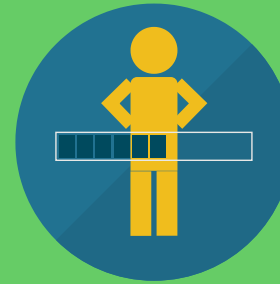
These scientific thinkers are generally responsible, calm and optimistic. Often intellectual and visionary, they avoid impulsiveness, indulgence and ornateness. Analysis and reason underpin their more confident and self-disciplined behavior.

They see life as rewarding when goals are specified and diligently pursued. As a matter of priority they neither seek nor withdraw from relationships, which, once established, are valued.



Specialist

Specialists want to work with precision and expertise. They are arrangers and planners who bring clarity to chaos-a place for everything and everything in its place. Specialists are usually self-disciplined, punctual, well-prioritized, highly productive and efficient. They take pride in being objective, clear-thinking and 'right'.



People Developer

People developers are understanding mentors or coaches. Friendly, kind and forgiving, they are genuinely interested in helping others to relate well and reach full potential. Adept at "cheering on" and affirming strengths their messages are often positive (e.g., "You're doing great!"). They are there to help with patience and acceptance. Since these individuals tend to be sympathetic and softhearted, they must ensure that feedback is timely and constructive, and that behaviors are adequately challenged.



Lover of Justice

Lovers of justice demonstrate a high value for 'Justice for all'. They tend to be capable, principled and uncompromising. Concerned for optimal interaction between the individual and the group (or society), they will not observe unfairness, discrimination or dishonesty with apathy. High scorers are often confident and motivated to step into leadership.