## **CANDIDATE PROFILE CHART**

	Finder	Minder	Grinde	er
	LOW	MODERATE		HIGH
	CONSCIENTIOUSNESS			
	Expedient, takes shortcuts, distracted		89	Rule conscious, dependable, prudent
	SELF-DISCIPLINE			
	flexible, low self control, unorganised		8 9	High standards, well organised
RELATIONSHIPS	SOCIAL BOLDNESS			
	Threat sensitive, dislikes unexpected events	6 7	8	Social confidence, initiates contact
	ASSERTIVENESS			
	Accommodating, avoids conflict		8	Addresses conflict, takes charge
	WARMTH			
	Distant, uninterested in social relationships at work		8	Genuine interest in people, engaged
	AFFILIATION			
	Prefers self management and solo decision making	6 6 6		Prefers collective work situations
	TRUSTING			
	Suspicious, difficulty with delegation	5 6 7		Faith in others, gives recognition
	OPENESS			
	Direct and forthright, speaks before thinking			Diplomatic, thinks before speaking
	CREATIVITY AND VISION			
	Facts, data, overlooks subtleties	3 6	8	imaginative, innovative, forward thinker
	CHANGE-FOCUSED			
	prefers established methods, change resistant		3	embraces change, questions status-quo
	INTELLECTUAL CONFIDENCE			
COPING	unsure of ability to add complexity to discussion			Enjoys complex ideas and learning new things
	EMOTIONAL STABILITY			
	Sensitive, less resilient to sustained pressure		8	Consistent, resilient under pressure
	SELF CONFIDENCE			
	Own worst critic, high self doubt		8	Expects success, at risk of complacency
	CALMNESS			
	Easily inconvenienced, results driven	4	3	Patient, composed, capable