



PERSONALITY DESCRIPTIONS AND TRAITS

In order to accurately match candidates with suited roles, Crayon requires employers to identify which a) personality types and b) specific character traits they feel would be best suited for a particular role. The information that follows aims to highlight these different characteristics in order to assist employers when posting a new job opportunity. It also aims to educate candidates as to how Crayon has classified them based on the results of their personality assessment.

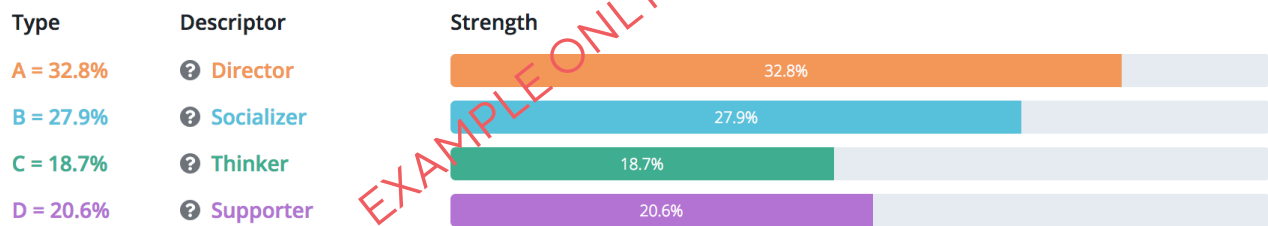
CHARACTER DESCRIPTIONS

Crayon has partnered with Hire Success, LLC to facilitate the personality assessment of candidates. The 100-question assessment asks the candidate to identify to what extent they associate with various adjectives in order to determine which personality category best describes that individual (in the workplace).

Primary Personality: A

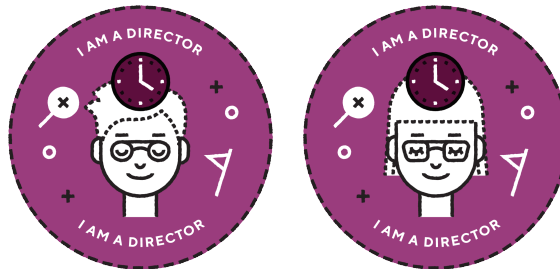
Personality Confidence: ★★★★★

The individual's personality is uniquely shaped by the unique combination of the 4 basic "Temperaments". The relative strength of each, and the combination of Trait Strengths, provide a holistic view of the individual's unique character.



EXAMPLE ONLY

In the example above, this candidate would be assigned a primary personality of Director, and a secondary personality of Socialiser.



The Director likes to be in charge and in control of their environment and their lives. They are normally not very detail oriented, choosing to delegate details to others. They are usually very goal oriented and practical in their solutions. However, arriving at their solutions and goals will entail a no-nonsense, "bottom-line" approach.

Directors don't like a lot of restraints or restrictions placed on them, preferring instead to work independently and set their own schedules. Since they often tend to be a workaholic, it is not unusual to see them put in whatever time and effort it takes to accomplish their goal. They may seem impatient at times especially if they believe someone is spending too much time going over details with them or impeding their successful completion of whatever goal or project they are focusing on at the moment.

Don't be surprised to see this personality type in a supervisory position or management. Having an entrepreneurial streak, they may be a business owner or strive to own their own business someday. The Director is not easily discouraged and will normally exude confidence.

If their job is routine or repetitive day-by-day, they will get bored easily and not enjoy the work. They will want it to appear they are "tough" in these situations but internally may be miserable if the job is too routine. The

Director will do whatever is necessary to prevent themselves from falling into a pattern or routine and seek freedom and independence instead. They will also be very dissatisfied if they believe someone is trying to take advantage of them or hold them back. The Director may not be very good at recognising co-worker's feelings and needs; not because they don't care, but because they are so focused on achieving their goals. If you're looking for someone who works well under pressure and seems to excel in high stress situations, the Director is probably what you're looking for.

Typical strengths of the Director personality

- Embraces change
- Takes charge
- Fast-paced
- Entrepreneurial
- Direct management style
- Ambitious
- Works well independently
- Passionate
- Demands maximum freedom
- Dominant
- Good administrative skills
- Highly competitive
- Good delegation skills
- Multi-tasking

Typical weaknesses of the Director personality

- Stubbornness
- Workaholic
- Impatient
- Abrupt
- Toughness
- Easily angered
- Low sensitivity (insensitivity)
- Short fuse / bad temper
- Intolerant
- Domineering

Common motivators of the Director personality

- Money
- Opportunity
- Freedom/independence
- Favourable risk-reward ratio
- Challenge
- Urgency
- Success
- Leadership

Common words and phrases that motivate and get the attention of the Director personality

- "Let's get it done"
- Fast
- Results
- Immediate / today / now
- "The bottom line"
- "What do you think about...?"
- "The best (newest, cutting-edge, etc.)"
- "Take the challenge"
- "Great return on investment"

Common "turn-offs", dislikes and fears of the Director personality

- "Touchy-feely" things, long explanations or descriptions
- Explaining things in emotional terms or more than once to the same person
- Looking soft or vulnerable
- Falling into routines
- Being taken advantage of
- Losing

Common Types of Jobs for the Director Personality

- President / CEO
- General contractor
- Sales person or Sales manager
- Business owner
- Politician
- Entrepreneur
- Police / Military officer
- Manager
- Executive



The Socialiser is a very outgoing, energetic and fast paced individual who likes to be around people and enjoys being the centre of attention. They are good relationship builders and most people like them right away. Their driving need is for approval, so they try and like everyone in the hope that everyone will in turn reciprocate and like them too. Compliments, acknowledgement of their achievements, words of admiration and even applause from groups will be the most important thing you can do for them. The Socialiser loves to talk about themselves and some may view them as self-centred, but their real motivation is to be liked.

Their biggest fear is being humiliated in public, since that might make many people disapprove of them and the thought of that would be devastating. The Socialiser doesn't want to appear unattractive or unsuccessful either, so they will make sure their appearance is impeccable and will always give the impression of being very successful at whatever they do, whether they are or not.

Some of the strengths you can count on from the Socialiser are their enthusiasm, outgoing behaviour, friendliness towards others, and their ability to persuade even the most sceptical of people. They tend to be "dreamers" and can often turn those dreams into very practical ideas in the workplace. Socialisers are normally spontaneous and use their quick wit and humour to make people like them. They aren't too good about hiding their own feelings either, so if they are hurt or disappointed, you'll probably be able to read it in their mannerisms and overall disposition.

Some of the natural weaknesses that are associated with the Socialiser include being impatient, having a relatively short attention span, and not being very detail oriented. In business, Socialisers may tend to socialise at work and not spend as much time doing their work because they strive for the social interaction. Although this is their natural tendency, many have learned to control themselves and keep their social nature in perspective.

Typical strengths of the Socialiser personality

- Enthusiasm
- Fun-loving
- Persuasiveness
- Easily liked by most people
- Friendliness
- Has "charisma"
- Idea people

Motivator
Dreamer
Light-hearted
People oriented
Spontaneous
Fast-paced
Self-confident

Typical weaknesses of the Socialiser personality

Too much involvement
May try to do too much at once
Impatience
Sometimes unrealistic
Being alone
Doesn't finish what was started
Short attention span
Arrogant or "cocky"
Becomes bored easily
Self-indulgent
Sweeping generalisations
Impulsive
Procrastination
Whimsical

Common motivators of the Socialiser personality

Public recognition
Awards, plaques, certificates
Having picture taken with celebrities
Succeeding, especially beyond their peers
Being the centre of attention, public speaker, director, etc.
Acceptance
The latest styles and/or trends

Common words and phrases that motivate and get the attention of the Socialiser personality

"You look great! "
"You're the best..."
"People love you"
"This will be fun..."
Entertaining

Common "turn-offs", dislikes and fears of the Socialiser personality

Public humiliation
Unappreciated
Appearing uninvolved
Non-social types
Appearing unattractive
People and things that distract attention
Appearing unsuccessful
Appearing unacceptable

Common types of jobs for the Socialiser personality

Public relations
Sales person
Entertainment
Personnel interviewer
Professional host(ess)
Politician
Recreation director
Party planner



The Thinker is a very detail-oriented individual that likes to be involved in things that are controlled and stable. They are interested in accuracy, rationality and logic. People who can't seem to control their emotions will bother them because they believe being emotional makes objectivity difficult or perhaps impossible. They will also dislike being around people who are full of "hype", since they desire facts, accuracy, and logic. Other people's emotions may not be a priority for them as they tend to strive for the facts and "let the chips fall where they may".

Thinkers tend to be quite controlling, both of themselves and others. They don't like things to get out of hand and may not appear very expressive at times because they don't really want themselves to display a lot of emotion. They are very outcome driven and will be sticklers for following procedures and protocol in getting the job done. They are careful, resourceful, and above all, excellent thinkers who will look at all aspects of an issue before taking a stand. Once they take a stand on an issue, they will have the facts to back it up so anyone who challenges them better be prepared.

They like their jobs to be clearly defined and want to know exactly what is expected of them. Knowing those facts, they will be able to prioritise their tasks and see them through to completion. When in decision making roles, they are cautious, logical and require many details and facts before they make a decision. People who try to sell them something by trying to get them emotionally involved usually fail to get them to buy because the Thinker will consider them a "hype artist" and wonder what facts they are trying to hide with all that hype.

In more public roles, the Thinker will strive for originality, cleverness and uniqueness in whatever they happen to be doing. Because of their detail orientation, they are meticulously prepared with all the details so nothing is left for anyone to disagree with. Many accountants and lawyers, for example, are Thinkers. They are excellent for any job that requires creative thinking based on patience, facts and accuracy.

Typical strengths of the Thinker personality

- Accuracy
- Creative
- Dependable
- Imaginative
- Independent
- Detailed
- Follow-through
- Plays by the "rules"
- Organisation
- Intelligent
- Analytical
- Critical thinker
- Quality control
- Thoughtful

Typical weaknesses of the Thinker personality

- Worry about progress
- Can appear unsocial
- Critical behaviour
- Likes to do things their own way
- Detached behaviour
- Can see the glass "half empty"
- Sceptical, disbelieving

May never meet personal expectations
Disengagement

Common motivators of the Thinker personality

Control
Allowing them to be independent and analytical
Challenges
Problem solving

Common words and phrases that motivate and get the attention of the Thinker personality

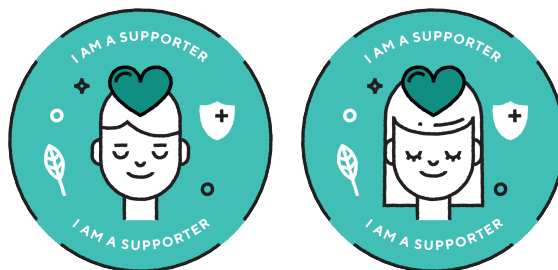
Perfection
"How does that work? "
Quiet, solitude
"Tell me more about..."

Common "turn-offs", dislikes and fears of the Thinker personality

Uncontrolled emotions
Irrational acts
Indecision
People who are self-centred, or self-aggrandisement
Loss of control
Being subject to control of supervision of people they don't trust or respect
Distractions or distractive people

Common types of jobs for the Thinker personality

Forecasters
Trouble-shooter
Critics
Investigator (police, crime scene, private, etc.)
Engineer
Technical support
Research scientists
Game designer
Data analysts
Pilot
Programmer/analyst
Artist
Actuary
Musician
Accountant/auditor
Inventor



The Supporter takes a slower, easy pace toward their job and life in general. They seek security and longevity on the job and are very happy doing a repetitive task, day in and day out as the repetition allows them to become very skilled in what they do. They won't like it, however, if the rules change a lot as that is contrary to their desire to minimise change and stick with what they know works. One extreme example we've all seen or heard of are bookkeepers who refuse to use computers because they can count on the old way and don't want to change. The Supporter will resist change out of concern that even though the current way may be unpleasant, the unknown may be even more unpleasant.

They seek the respect, sincere admiration, and acceptance of others. The Supporter will willingly work hard to please the people they work for as long as they feel appreciated and receive plenty of reassurance that they are needed, thus providing a sense of security that they need. They often think the Director is crazy for taking so many risks and not showing much concern for security and longevity.

Supporters are usually very organised and being around a messy environment or disorganisation will bother them. They are also good at playing a very supportive role with others and are normally very caring, thoughtful, and compassionate. They are patient, good listeners and will persevere when all others have given up. They especially like working in a group or on a team and will be a stabilising force within that group or team.

Although they may not be as fast as others, they are accurate and thorough. They will usually keep their feelings to themselves and are reluctant to express themselves, even if a more assertive type seems to be taking advantage of them. They will probably choose to "go along to get along".

To attract the Supporter, be sure and talk about the company benefit package and the long-term growth potential within the company. Having a secure, stable environment will be very important to the Supporter.

Typical strengths of the Supporter personality

- Low key
- Caring
- Sincere
- Compassionate
- Stable
- Fair and equitable
- Calmness
- Unimposing
- Appearance of approachability
- Dependable
- Appearance of strength
- Trusting
- Minimal mood swings
- Self-content
- Reliable
- Consistent
- Observant
- Good performing routine or repetitive tasks

Typical weaknesses of the Supporter personality

- Not speaking up
- Easily "used" by others
- Going along when they don't agree
- Uncomfortable with constant change
- Go along to avoid confrontation
- Low assertiveness
- Gets hurt feelings
- Shy
- Resistant to change

Common motivators of the Supporter personality

- Stability
- Benefits
- Security
- Low-risk
- Routine
- Team/group opportunities
- Calm work atmosphere

Common words and phrases that motivate and get the attention of

the Supporter personality

"Help others in need"

Relaxed atmosphere

Logical

Rational

Common "turn-offs", dislikes and fears of the Supporter personality

Risks

Pushy people

Change, especially frequent change

Instability

Disorganisation

Aggressive behaviour

Disruption in routine

Surprises

The unknown

Conflict

Common types of jobs for the Supporter personality

Secure, team position

Administrator

Financial services

HR manager

Social worker

Bureaucrat

Family doctor/nurse

Assembly line worker

Residential/community services

Mechanic

Teacher

Counsellor

Personal Assistant/Secretary

Minister

Insurance agent

Supervisor

Librarian

Security guard

Customer service representative

PERSONALITY TRAITS/ATTRIBUTES

In addition to identifying a primary and secondary personality type, Crayon assigns a maximum of five POSITIVE character traits/attributes to each candidate. For this purpose, only **traits highlighted in orange** below have been included in the list of assignable traits. Those not highlighted are not necessarily negative traits, but may be construed as such and have therefore been excluded.

The five traits are identified by looking at those which rank most prominently based on the results of their personality assessment.

Trait Strength Analysis

There are no right or wrong answers or high or low scores

The scoring indicates which side of the scale the person is like most of the time

Overall Trait Confidence:

Very high



Using the example above, this individual would be deemed a risk taker, decisive, spontaneous, self-confident and a promoter; all traits that match their assigned primary Director personality.

Introverted vs. Extroverted

Introverted: The introverted person would be a quiet, reserved individual who directs his or her own interests toward themselves rather than others. One who would generally keep to him or herself and not make many, if any, overt gestures to meet new people on their own, probably seeking an introduction from a mutual friend or acquaintance. This individual would probably not be a risk taker, especially in social situations and would not be very comfortable, for example, making "cold calls" in sales.

Extroverted: The extroverted person would be very social, gregarious and outgoing and be very interested in making the initiative to meet new people in business and social situations. This person will not keep much to him or herself in terms of what is on his/her mind and will enjoy being the centre of attention. The extrovert's interests are centred outside of him or herself.

Unorganised vs. Organised

Unorganised: The unorganised person will not be a good planner and may need help being on time for appointments or remembering them. Their approach to their work will probably be unstructured and without a strategic plan. Their desk or office may appear messy or with no particular system for organising things. Generally, one who lacks order and structure.

Organised: The organised individual would be one who is structured and does things in a systematic, orderly manner. They are most likely to plan their work and work their plan. Their desk and office will probably be neat with everything in its place.

Cautious vs. Risk Taker

Cautious: The extremely cautious person is not one likely to take risks, preferring safe, proven, time-tested solutions and methods. They seek evidence and will be doubtful or sceptical of anything that is unproven. The cautious person will be comfortable doing things that other people are doing or have done.

Risk Taker: The risk taker is willing to accept new ideas and concepts which have not necessarily been proven, but seem to make sense. They will often take a chance on something that sparks some emotion that gives them a sense that it will work. They have a sense of adventure and a willingness to chart new paths.

Indecisive vs. Decisive

Indecisive: One who has difficulty making a decision or sticking with that decision. This type may doubt themselves or lack confidence in themselves and will either find it difficult to make a decision, or will keep changing their mind once they do make a decision. They will generally hesitate before making any decision and may be significantly influenced by others, especially those who seem very self-confident.

Decisive: The decisive person is one who does not hesitate making a decision and is very confident in his or her own ability to sort out information and act accordingly. Once they have made a decision, it will be hard to get them to change their mind unless very strong and convincing evidence can be presented to the contrary. They may tend to be willing to make somewhat riskier decisions than the indecisive individual, especially if they have confidence in the source of the information on which they base the decision.

Intuitive vs. Analytical

Intuitive: Individuals with the intuitive trait prefer to rely on their imagination, ideas and possibilities. They dream, fantasize and question why things happen the way they do, always feeling slightly detached from the actual, concrete world. One could even say that these individuals never actually feel as if they truly belong to this world. They may observe other people and events, but their mind remains directed both inwards and somewhere beyond – always questioning, wondering and making connections. When all is said and done, intuitive types believe in novelty, in the open mind, and in never-ending improvement.¹

Analytical: Analytical types are constantly assessing, determining pros and cons, making lists of to-do items. Analytical types are constantly asking questions, almost to the point of getting too much information. Others see them as talented with brilliant ideas. However, they can suffer from analysis paralysis and over-analysing situations too much.

Inflexible vs. Adaptable

Inflexible: This type of person will probably be closed-minded and rigid in their approach to new things or anything they don't like or are uncomfortable with. They will not be very interested in accommodating others or adapting their ways or thinking to be like others unless it suits them to do so. They don't like it when the rules change and may drag their feet in making changes to comply with new rules and procedures. In management, their approach may often be characterised as "their way or the highway".

Adaptable: This persona will be open-minded and flexible in their approach to new ideas or things that are presented to them. They will be willing to change their methods and procedures to accommodate others in order to achieve harmony and compatibility. Even if they believe their way is the best way, they are at least open to compromising in order to achieve balance and harmony.

¹ Source: 16personalities.com

Merciless vs. Compassionate

Merciless: This type of person lacks compassion and does whatever he or she believes has to be done without regard to the consequences or other people's feelings. In the workplace, they often are the ones who have to do the difficult jobs that many other people hate to do, or just can't bring themselves to doing. They seem tough and untouchable, sometimes distant and unforgiving of anyone who they consider a problem or the "enemy". They are not afraid to say and do whatever they believe is the correct and proper thing and "political correctness" is probably not in their vocabulary.

Compassionate: This individual will be very warm and caring and always be looking out for the best interests of others. They want to assure fairness and are sympathetic to the needs, problems and issues of others, especially if they believe the others are being treated unfairly. They will be the type to empathise with other people, forgiving them for whatever they may have done to cause a problem and will always be very kind and considerate in their approach to dealing with other people.

Deliberate/Planner vs. Spontaneous

Deliberate/Planner: This is the opposite of the "spontaneous" person. This individual knows exactly why they do everything they do or say. They are strategic in their approach to their work and will often spend a great deal of time planning a detailed strategy. If giving a presentation, it will either be well rehearsed or will be read, but they will not be comfortable talking about whatever comes to mind.

Spontaneous: This type of person will be rather unpredictable, preferring to act or say whatever seems right at the moment. An excellent example might be a stand-up comedian who never knows what may happen and seems to have a "knack" for rolling with the punches and handling whatever comes his or her way. They will be more impulsive and think quickly on their feet. If they are wrong about something, they won't dwell on it, preferring instead to apologise and move on.

Lives for Today vs. Goal-oriented

Lives for Today: This is the opposite of a very goal-oriented person. This individual will lead a carefree lifestyle and get the most out of every day. They may not know where they will be 5 years from now, but they will probably enjoy getting there. They will be indifferent towards the things that motivate the goal-oriented person focusing instead on what's in it for them now, rather later.

Goal-oriented: This type of person has purpose and direction in life and knows what they want to be, what they want to achieve and sees each day as an opportunity to be one step closer to achieving whatever they have set out to do. They will be more willing to sacrifice current benefits and pleasures in exchange for assuring their goals will be met. They will be very predictable, especially if you know and understand their goals, since they will be doing whatever it takes to get them where they want to be. They will tend to be very competitive, especially if the goal can only be achieved by one person or a select group to which they belong. They can be motivated by contests and long-term rewards.

Reactive vs. Proactive

Reactive: The type of individual who is considered to be "reactive" is one who waits for things to happen and then decides what he or she will do, versus the "proactive" person who goes after the outcome they desire rather than waiting for the outcome to come to them. The "reactive" person will tend to be flexible, and adapt easily because they have to, not knowing what will happen next. They may have to do things quickly, and may be very good at it, as they have often wait until the last minute to take action. If they are very good at being reactive, their senses will be very sharp and will pick up on small things that others might overlook, as this can be the key to reacting properly when time is short.

Proactive: This person deliberately goes after the outcome he or she seeks and will do whatever it takes. They will be very good at handling people along the way, even those with differing opinions and ideals, as they will do whatever they can to manipulate things to bring about the desired outcome. They won't stop until they get what they want and are generally unwilling to compromise unless it helps them get what they are after. Although this may sound similar to being "goal oriented", like that above, a person who "lives for today" may still exhibit proactive qualities, the difference is in the time involved for the various objectives. If the objectives are very short-term, a person who "lives for today" could take a very proactive approach in trying to control the outcome of today's events.

Avoids Change vs. Likes Change

Avoids Change: This is a person who seeks stability in everything they do. They don't like things to keep changing, rather they want to be able to "count on" people, rules and procedures, and are most comfortable when things are consistent. They will even tolerate things that aren't the way they would like because a change could make it worse instead of better. They aren't the type to want to change careers or jobs often, if at all, and will be the type that hopes to get the gold watch someday.

Likes Change: Change is fun and exciting. It fights boredom. If things don't change often enough, this person may go out of their way to do something to cause change just so things don't get "stale". They are usually very creative individuals who are always looking for a better way to do everything, even if what they already have works well. They believe you can't have progress without change and the more change must mean more progress.

Impatient vs. Patient

Impatient: Impatience is not to be confused with a lack of tolerance. Impatience is the unwillingness to wait when there is no alternative to waiting. No tolerance for inefficiency is the unwillingness to wait when there is, or should be, a better alternative. Impatient individuals may be prone to making irrational decisions without first considering the consequences of their actions. Impatience is also somewhat different from anger, however, in that the impatient person is predisposed to perceive virtually all situations as threatening – not to their survival per se, but to their goals. More exactly, it is as if their survival depends upon the accomplishment of as many goals as possible as quickly as possible.

Patient: Patient individuals have the capacity to accept or tolerate delays, problems or suffering without becoming annoyed or anxious. They have the ability to endure long periods of difficulty without becoming frustrated and reacting irrationally to unforeseen situations. They are therefore good teachers and handle pressurised situations well. However, it is important that extreme patience does not lead to lack of ambition or drive to succeed.

Unpersuasive vs. Persuasive

Unpersuasive: Few people are totally unpersuasive, but many don't seem to be very convincing for any of a variety of reasons. Many just aren't comfortable in situations where they have to persuade others to say, do or buy something. Their own discomfort in the situation may be enough to leave some people unconvinced. The unpersuasive person is hesitant and cautious before putting themselves in a situation where the outcome depends on their ability to persuade someone or a group of people. Generally, this is the opposite of the "persuasive" person described below.

Persuasive: Persuasive people are very convincing in their presentation of ideas and information that makes it easy for others to believe and accept what they are saying. They are willing to take some risks in order to get people to see things their way. Some may even consider it risky to even try to make a persuasive argument about a particular subject to certain people. They will tend to be less restrained in their approach and be willing to do whatever it takes to get their point across.

Delegates Details vs. Detailed

Delegates Details: This trait represents the opposite of being "detail oriented". This type of person doesn't enjoy dwelling on all of the details, preferring to get to the bottom line and move on. If the person is in a position to delegate work to others, he or she may tend to let others they trust handle the details and consider their summary report as sufficient for making a decision. If there is no one else to delegate the details to, then they may seem disorganised or messy since they don't really enjoy the details of cleaning up or organising, preferring instead to move on to bigger and better things.

Detailed: The detail-oriented individual is meticulous and must have everything in order otherwise he or she will be very uncomfortable. The detailed person enjoys analysing all the facts and information and making sure all of the facts are correct and correlate to all the known issues. Precision, accuracy, organisation and neatness are the cornerstones of the detail-oriented person.

Avoids Stress vs. Thrives on Stress

Avoids Stress: This person will be a calm, collected individual who enjoys tranquillity instead of the "rat race" that causes so much stress in daily life. Although they will avoid stressful situations and environments, they won't create stress in an attempt to avoid it. Deadlines will be achieved if possible, but their easy-going approach will

give higher priority to other things they consider more fundamental and enjoyable. They will comply with the rules and objectives that are set out for them, but won't like it if others keep changing things that end up leaving the problems and the stress at their doorstep.

Thrives on Stress: We've all seen and known the "workaholic" that just can't seem to unwind or be happy unless he or she is busy balancing many things at the same time. Because they have mastered the art of doing so much, they may be impatient and demanding of others who may get in the way of them meeting their objectives or who don't seem to be as totally "engaged" as they are in whatever they are doing. They will probably enjoy competition in all aspects of their life. This may extend to sports activities and even watching sporting events where they can at least witness high stress and demands even while they are "relaxing".

Needs Reassurance vs. Self-confident

Needs Reassurance: This is the opposite of a "self-confident" person. In this extreme case, the person will tend to derive their confidence from having others reassure them that they are doing well rather than from having confidence in themselves. In other words, the source of the confidence is external versus internal. This type of person may seem timid and shy to others. They aren't the type to be overbearing, because they don't normally have the confidence to aggressively confront others, unless they have a solid group of people constantly reassuring them that they are correct and doing the "right thing". If supervising this type of person, it will be important to let them know from time to time that they are doing a good job. The frequency of the reassurance will depend on the individual.

Self-confident: People with an extremely high degree of self-confidence don't really need other people to tell them their right or doing good, they know it. They still enjoy and appreciate hearing it, but they won't cease to function if they don't get a regular dose of encouragement either. Taken to the extreme, they may appear arrogant and assertive, pushing to get things done "their way" because they are very confident their way is correct. It often is.

Intolerant vs. Tolerant

Intolerant: The intolerant person is the type who knows the rules and is very firm and inflexible in enforcing them. They may be very attentive to following the rules themselves and expect everyone else to do the same. They will tend to be impatient with people who make very many mistakes, especially the same ones more than once, and will probably not be accommodating to others who they don't think can meet their high standards of excellence. The intolerant type may take the role of disciplinarian in many situations.

Tolerant: The tolerant person will be open, accommodating and willing to compromise or wait on others in order to help them meet their objectives or do their work. They will allow more liberties, and may tend to "bend the rules" one in a while to help people along.

Team Player vs. Works Independently

Team Player: As applied in this system, the "team player" is the opposite of someone who likes to work alone, or independently. This is not meant in the context of supporting the group or a "team", but rather one who works best when they can interact with others rather than working alone.

Works Independently: The extreme in this case is a person who does not need, nor like, other people "looking over their shoulder". They know how to supervise themselves and don't want someone micro-managing everything they do. They work best if left alone, especially if they know they are very good at what they do.

Passive vs. Aggressive

Passive: Although the definitions of these traits are commonly understood, the characteristics that are illustrated in this system define the person to be a quiet, reserved individual; one who is non-aggressive, non-confrontational and generally easy going.

Aggressive: The aggressive individual will tend to be very assertive and forceful in their overall demeanour and will likely be viewed as "pushy" or "harsh" at times. They won't be quiet when something bothers them or they feel an injustice is being done and are the type who will confront authority if necessary to ultimately make things better.

Sceptic vs. Promoter

Sceptic: The "sceptic", as applied in this system, is one who is not likely to take something at face value and go and tell a lot of people how great it is. Rather, the extreme sceptic will doubt whatever he or she hears unless sufficient evidence is also available to back up the claims. Even with sufficient evidence, the sceptic will take a very cautious approach before recommending or promoting an idea, concept or product. The extreme sceptic will probably never be one to be accused of "hying" something.

Promoter: The promoter is less cautious about having all of the evidence before promoting an idea, concept or a product. Rather, if he or she believes the source of the information, some creativity will be applied and the promoter is ready to tell the world about this great find. An extreme promoter won't necessarily promote something he or she knows is not true, but they probably won't demand the kind of proof a sceptic would. The extreme promoter enjoys the promotion so much, that some people may view them as a "hype artist". Although usually very persuasive, the promoter may have a tendency to get carried away at times and can turn some personality types off.



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