

# TalentClick

Predict Strengths AND Risks.

## Attitude-Values-Personality (AVP) with Cognitive Quotient (CQ) Quick Reference Guide

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# Workstyle & Performance Profile - Quick Reference Guide

DIMENSION	LEFT SIDE	MID RANGE	RIGHT SIDE
<b>NON-DOMINANT VS. DOMINANT</b>			
<p><b>Leadership Orientation</b></p> <p>The degree to which a person is <b>driven to take charge &amp; lead others.</b></p>	<p><b>Driven to contribute as opposed to lead others</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>• Agreeable &amp; modest</li> <li>• Enjoys being an individual contributor or team player</li> <li>• Readily follows direction</li> </ul> <p><b>POTENTIAL CHALLENGES</b></p> <ul style="list-style-type: none"> <li>• May not want to assume a leadership role</li> <li>• May be uncomfortable being assertive or delegating</li> </ul>	<p><b>Comfortable contributing or leading when needed</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>• Cooperative team member</li> <li>• Comfortable taking charge if necessary</li> </ul> <p><b>POTENTIAL CHALLENGES</b></p> <ul style="list-style-type: none"> <li>• May have difficulty leading others every day</li> <li>• May need some opportunity to take charge to be satisfied at work</li> </ul>	<p><b>Driven to lead others</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>• Assertive &amp; self-assured</li> <li>• Enjoys taking charge &amp; providing direction</li> <li>• Shows initiative</li> </ul> <p><b>POTENTIAL CHALLENGES</b></p> <ul style="list-style-type: none"> <li>• May feel frustrated if unable to make independent decisions</li> <li>• May find it difficult to follow direction from others</li> </ul>
<b>CONTENTED VS. ACHIEVEMENT-FOCUSED</b>			
<p><b>Achievement Orientation</b></p> <p>The degree to which a person is <b>focused on achieving challenging goals.</b></p>	<p><b>Motivated by modest goals</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>• Easy-going &amp; easy-to-please</li> <li>• Generally satisfied with themselves &amp; others</li> <li>• Enjoys straightforward tasks or those that they have already mastered</li> </ul> <p><b>POTENTIAL CHALLENGES</b></p> <ul style="list-style-type: none"> <li>• May find it challenging at times to maintain a high level of performance</li> <li>• May need active support with demanding goals</li> </ul>	<p><b>Motivated by realistic, reachable goals</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>• Able to fulfill responsibilities &amp; meet others' standards &amp; expectations</li> <li>• Has realistic expectations of themselves &amp; others</li> </ul> <p><b>POTENTIAL CHALLENGES</b></p> <ul style="list-style-type: none"> <li>• May feel frustrated by expectations that they think are unreasonable</li> <li>• May need encouragement with goals that are difficult to reach</li> </ul>	<p><b>Motivated by challenging goals</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>• Self-driven &amp; hard-working</li> <li>• Has high expectations of themselves &amp; others</li> <li>• Enjoys difficult tasks &amp; stretch projects</li> <li>• Seeks growth &amp; self-improvement</li> </ul> <p><b>POTENTIAL CHALLENGES</b></p> <ul style="list-style-type: none"> <li>• May need to be challenged &amp; fully utilized to be engaged</li> <li>• May feel frustrated when personal goals or expectations are not met</li> </ul>



DIMENSION	LEFT SIDE	MID RANGE	RIGHT SIDE
<b>REACTIVE VS. CALM</b>			
<p><b>Emotional Orientation</b></p> <p>The degree to which a person is <b>tolerant of stress &amp; pressure</b>.</p>	<p><b>Responsive to stress &amp; pressure</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Vigilant &amp; prompt</li> <li>Shows a sense of urgency</li> <li>Quick to respond to high-pressure situations</li> </ul> <p><b>POTENTIAL CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May be tense or anxious</li> <li>May become upset or discouraged when things do not go well</li> </ul>	<p><b>Tolerant of typical stress &amp; pressure</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Can handle typical work stress &amp; pressure</li> <li>Generally seen by others as balanced &amp; stable</li> </ul> <p><b>POTENTIAL CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May not always display a sense of urgency</li> <li>May become distressed with prolonged periods of heavy job demands</li> </ul>	<p><b>Resilient to stress &amp; pressure</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Even-tempered &amp; level-headed</li> <li>Thinks through possible solutions before acting</li> <li>Takes heavy job demands in stride</li> </ul> <p><b>POTENTIAL CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May be slower to respond to urgent situations</li> <li>Others may mistake calmness for lack of enthusiasm</li> </ul>
<b>RESERVED VS. OUTGOING</b>			
<p><b>Social Orientation</b></p> <p>The degree to which a person <b>enjoys social interaction</b>.</p>	<p><b>Enjoys &amp; seeks independent work</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Reflective &amp; thoughtful</li> <li>Easily focuses on independent work</li> <li>Carefully considers thoughts &amp; ideas before sharing</li> </ul> <p><b>POTENTIAL CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May prefer to work independently when involving others is required</li> <li>May not openly voice ideas &amp; opinions</li> </ul>	<p><b>Comfortable working independently or with others when needed</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Capable of both independent &amp; collaborative tasks</li> <li>Comfortable working with others</li> </ul> <p><b>POTENTIAL CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May not enjoy events with unfamiliar people or networking</li> <li>May require some opportunity to work with others to stay engaged</li> </ul>	<p><b>Enjoys &amp; seeks social interaction</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Open &amp; communicative</li> <li>Easily builds relationships with others</li> <li>Enjoys meeting new people &amp; networking</li> <li>Readily shares thoughts &amp; ideas</li> </ul> <p><b>POTENTIAL CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May prefer to involve others when independent work is required</li> <li>May need verbal recognition from others to stay engaged</li> </ul>



DIMENSION	LEFT SIDE	MID RANGE	RIGHT SIDE
<b>DIRECT VS. EMPATHETIC</b>			
<p><b>Interpersonal Orientation</b></p> <p>The degree to which a person is <b>sensitive to the needs &amp; feelings of others.</b></p>	<p><b>Concerned with objectivity &amp; task completion</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>• Forthright &amp; candid</li> <li>• Straightforward &amp; clear communicator</li> <li>• Easily voices unpopular opinions</li> <li>• Takes an objective, non-emotional point of view</li> </ul> <p><b>POTENTIAL CHALLENGES</b></p> <ul style="list-style-type: none"> <li>• May focus on completing tasks more than personal needs</li> <li>• May be perceived as insensitive to the feelings of others</li> </ul>	<p><b>Mindful of both task completion &amp; the feelings of others</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>• Honest about views &amp; opinions</li> <li>• Considerate of the needs &amp; feelings of others</li> </ul> <p><b>POTENTIAL CHALLENGES</b></p> <ul style="list-style-type: none"> <li>• May be uncomfortable dealing with people who are upset or angry</li> <li>• May find it difficult to deliver or receive negative feedback</li> </ul>	<p><b>Concerned with the needs &amp; feelings of others</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>• Compassionate &amp; helpful</li> <li>• Tactful communicator</li> <li>• Focused on supporting others</li> <li>• Strives to achieve outcomes where all parties are satisfied</li> </ul> <p><b>POTENTIAL CHALLENGES</b></p> <ul style="list-style-type: none"> <li>• May focus on personal needs more than completing tasks</li> <li>• May put others needs ahead of their own</li> </ul>
<b>SPONTANEOUS VS. REGIMENTED</b>			
<p><b>Task Orientation</b></p> <p>The degree to which a person is <b>systematic in their approach to tasks.</b></p>	<p><b>Prefers a flexible approach to tasks</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>• Improvising &amp; adaptable</li> <li>• Follows the quickest route to achieving objectives</li> <li>• Easily grasps the 'big picture'</li> <li>• Not bound by rules or processes</li> </ul> <p><b>POTENTIAL CHALLENGES</b></p> <ul style="list-style-type: none"> <li>• May neglect planning &amp; preparation requirements</li> <li>• May overlook details or cut corners</li> </ul>	<p><b>Comfortable being more flexible or systematic when needed</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>• Mindful of planning &amp; preparation requirements</li> <li>• Able to pivot when needed to meet objectives</li> </ul> <p><b>POTENTIAL CHALLENGES</b></p> <ul style="list-style-type: none"> <li>• May find it difficult to always follow a strict plan or process</li> <li>• May find it difficult to improvise or learn through trial &amp; error</li> </ul>	<p><b>Prefers a scheduled approach to tasks</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>• Conscientious &amp; dependable</li> <li>• Creates &amp; follows plans</li> <li>• Establishes order &amp; structure</li> <li>• Easily attends to details</li> <li>• Naturally compliant to rules &amp; processes</li> </ul> <p><b>POTENTIAL CHALLENGES</b></p> <ul style="list-style-type: none"> <li>• May require a detailed plan in order to complete tasks</li> <li>• May overlook the 'big picture'</li> </ul>



DIMENSION	LEFT SIDE	MID RANGE	RIGHT SIDE
<b>CONVENTIONAL VS. OPEN-MINDED</b>			
<p><b>Conceptual Orientation</b></p> <p>The degree to which a person is <b>receptive to new ideas or experiences.</b></p>	<p><b>Desires proven ideas &amp; familiar experiences</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>• Practical &amp; predictable</li> <li>• Adheres to established methods</li> <li>• Finds 'tried &amp; true' solutions to problems</li> <li>• Stays focused on repetitive tasks</li> </ul> <p><b>POTENTIAL CHALLENGES</b></p> <ul style="list-style-type: none"> <li>• May be resistant to new tools or methods</li> <li>• May need time to adapt to change</li> </ul>	<p><b>Receptive to proven or experimental approaches as needed</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>• Able to build on others' ideas</li> <li>• Has a realistic problem-solving style</li> </ul> <p><b>POTENTIAL CHALLENGES</b></p> <ul style="list-style-type: none"> <li>• May be initially resistant ideas that involve rapid or drastic change</li> <li>• May feel frustrated with no task variability</li> </ul>	<p><b>Desires innovative ideas &amp; new experiences</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>• Imaginative &amp; curious</li> <li>• Experiments with new tools &amp; methods</li> <li>• Finds creative solutions to problems</li> <li>• Easily adapts to change</li> </ul> <p><b>POTENTIAL CHALLENGES</b></p> <ul style="list-style-type: none"> <li>• May need a lot of change to remain stimulated</li> <li>• May not assess the practicality of new ideas before implementing</li> </ul>



# Work Values & Attitude - Quick Reference Guide

DIMENSION	LOW	HIGH
<b>CONFORMITY</b>		
<p>The degree to which a person <b>respects rules &amp; generally-accepted standards.</b></p>	<p><b>Acts independently from rules &amp; generally-accepted standards</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>• Questions rules &amp; norms</li> <li>• Comfortable playing in the 'gray area' &amp; using loop-holes</li> <li>• Not concerned with others' opinions</li> <li>• Seen as an independent thinker</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>• May ignore important rules or codes of conduct</li> <li>• May focus on what is best for them in the moment</li> <li>• May bend the truth to get something done</li> </ul>	<p><b>Respects rules &amp; generally-accepted standards</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>• Follows rules &amp; norms</li> <li>• Trusting of others' intentions</li> <li>• Takes their own reputation seriously</li> <li>• Seen as ethical &amp; honorable</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>• May struggle with bending the rules when needed</li> <li>• May be overly protective of their reputation</li> <li>• May be too trusting of others</li> </ul>
<b>RESPONSIBILITY</b>		
<p>The degree to which a person is driven to <b>meet others' expectations &amp; timelines.</b></p>	<p><b>Casual with expectations &amp; timelines</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>• Flexible with commitments</li> <li>• Comfortable changing plans</li> <li>• Willing to delegate versus complete tasks themselves</li> <li>• Seen as understanding &amp; flexible</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>• May struggle with punctuality or follow-through</li> <li>• May avoid making commitments</li> <li>• May be perceived as unreliable or tardy</li> </ul>	<p><b>Strict with expectations &amp; timelines</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>• Follows through on commitments</li> <li>• Adheres to plans &amp; timelines</li> <li>• Prefers to complete tasks themselves</li> <li>• Seen as punctual &amp; reliable</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>• May be hesitant to change plans when needed</li> <li>• May over-commit to others &amp; ignore their own needs</li> <li>• May be seen as rigid or inflexible</li> </ul>



DIMENSION	LOW	HIGH
<b>COACHABILITY</b>		
<p>The degree to which a person <b>responds positively to suggestions &amp; is motivated to improve behavior.</b></p>	<p><b>Skeptical of suggestions for improvement</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Carefully evaluates advice from others</li> <li>Discerning with others' feedback</li> <li>Requires clear justification before changing behavior</li> <li>Confident in own capabilities</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May respond defensively to performance feedback</li> <li>May be resistant to behavior change</li> <li>May lack self-awareness of limitations</li> </ul>	<p><b>Responds positively to suggestions for improvement</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Seeks suggestions for improvement</li> <li>Readily implements others' feedback from others</li> <li>Highly willing to change behavior</li> <li>Self-aware of abilities &amp; limitations</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May act on advice from others without question</li> <li>May weight all sources of feedback equally</li> <li>May expect to reach unrealistic standards for self-improvement</li> </ul>
<b>POSITIVITY</b>		
<p>The degree to which a person <b>controls negative emotions &amp; maintains an optimistic outlook.</b></p>	<p><b>Open with negative emotions &amp; maintains realistic outlook</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Open with emotions</li> <li>Foresees potential downsides to plans or ideas</li> <li>Willing to provide critical feedback</li> <li>Notices potential risks</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May be easily upset or discouraged</li> <li>May not realize when their words or actions discourage others</li> <li>May be seen as cynical or pessimistic</li> </ul>	<p><b>Controls negative emotions &amp; maintains optimistic outlook</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Not easily upset or discouraged</li> <li>Sees the upside to situations &amp; new ideas</li> <li>Encouraging impact on others</li> <li>Seen as cooperative &amp; upbeat</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May not see potential downsides or risks</li> <li>May not voice critical feedback</li> <li>May not understand others with skeptical viewpoints</li> </ul>



DIMENSION	LOW	HIGH
<b>AGGRESSION CONTROL</b>		
<p>The degree to which a person is motivated to <b>avoid confrontation or adversarial interactions.</b></p>	<p><b>Embraces confrontation &amp; adversarial situations</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>• Guards personal boundaries</li> <li>• Comfortable being assertive</li> <li>• Readily addresses conflict</li> <li>• Quick to confront unacceptable behavior</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>• May be easily agitated or angered</li> <li>• May be argumentative when not appropriate</li> <li>• May engage in aggressive or retaliatory behavior</li> </ul>	<p><b>Avoids confrontation &amp; adversarial situations</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>• Not easily provoked or offended</li> <li>• Keeps emotions under control</li> <li>• Avoids combative interactions</li> <li>• Seen as patient &amp; understanding with others</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>• May be too passive in situations when they should assert themselves</li> <li>• May avoid addressing interpersonal conflict</li> <li>• May not confront unacceptable behaviors</li> </ul>
<b>OPEN COMMUNICATION</b>		
<p>The degree to which a person <b>openly shares thoughts, feelings, opinions &amp; information.</b></p>	<p><b>Cautious sharing thoughts, feelings, opinions &amp; information</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>• Strong sense of boundaries &amp; discretion</li> <li>• Comfortable with limited information</li> <li>• Prefers listening to speaking</li> <li>• Unlikely to distract others with social conversation</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>• May hesitate to share information with others</li> <li>• May keep others at a distance</li> <li>• May be seen as 'closed-off' or 'secretive'</li> </ul>	<p><b>Openly shares thoughts, feelings, opinions &amp; information</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>• Initiates communication with others</li> <li>• Readily trusts others with information</li> <li>• Embraces knowledge-sharing &amp; collaboration</li> <li>• Seen as transparent &amp; approachable</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>• May lack discretion or boundaries with coworkers or customers</li> <li>• May talk when action is required</li> <li>• May require high degree of transparency &amp; information</li> </ul>



# Safety Quotient - Quick Reference Guide

DIMENSION	LEFT SIDE	RIGHT SIDE
	<b>RESISTANT</b>	<b>ACCOMMODATING</b>
The degree to which a person <b>follows rules &amp; is open to retraining &amp; behavior change.</b>	<p><b>Questions rules &amp; change</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Questions the reason or purpose behind new &amp; existing rules</li> <li>Points out areas for improvement in safety procedures</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May defy safety rules &amp; SOPs</li> <li>May resist retraining &amp; behavior change</li> </ul>	<p><b>Accepts rules &amp; change</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Compliant &amp; rule-abiding</li> <li>Receptive to retraining &amp; behavior change</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May 'blindly' follow rules when they are not appropriate</li> <li>May fail to notice or point out areas for improvement</li> </ul>
	<b>ANXIOUS</b>	<b>CALM</b>
The degree to which a person <b>experiences stress &amp; pressure.</b>	<p><b>Sensitive to stress &amp; pressure</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Quick to perceive the gravity or seriousness of a situation</li> <li>Strong sense of urgency</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May quickly experience stress in unexpected situations</li> <li>May have difficulty thinking clearly &amp; rationally under pressure</li> </ul>	<p><b>Tolerant of stress &amp; pressure</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>High threshold for stress</li> <li>Thinks clearly &amp; rationally under pressure</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May underestimate the seriousness of a situation</li> <li>May lack a sense of urgency</li> </ul>
	<b>IMPATIENT</b>	<b>PATIENT</b>
The degree to which a person <b>experiences frustration &amp; irritation.</b>	<p><b>Sensitive to frustrations &amp; irritations</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Quick to address negative behavior</li> <li>Assertive &amp; outspoken</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May take work issues personally</li> <li>May be easily annoyed with others</li> <li>May be perceived as unapproachable</li> </ul>	<p><b>Tolerant of frustrations &amp; irritations</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Rarely shows agitation towards others</li> <li>Even-tempered &amp; approachable</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May be too tolerant or lenient</li> <li>May avoid addressing negative or unsafe behavior</li> </ul>



DIMENSION	LEFT SIDE	RIGHT SIDE
	<b>DISTRACTIBLE</b>	<b>FOCUSED</b>
The degree to which a person <b>seeks variety &amp; stimulation</b> .	<p><b>Seeks variety &amp; stimulation</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Easily shifts focus &amp; accommodates new stimuli</li> <li>Comfortable with 'multitasking' or split-focus</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May struggle to focus for long periods</li> <li>May be easily distracted or bored with routine or repetitive tasks</li> </ul>	<p><b>Seeks routine &amp; repetition</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Easily focuses for long periods</li> <li>Comfortable with routine or repetitive tasks</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May struggle with shifting focus or accommodating new stimuli</li> <li>May be overwhelmed by multiple job demands</li> </ul>
	<b>IMPULSIVE</b>	<b>CAUTIOUS</b>
The degree to which a person <b>considers consequences &amp; risks when making decisions</b> .	<p><b>Quick &amp; instinctive decision-making</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Quick to decide</li> <li>Readily takes action</li> <li>Confident in capabilities</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May underestimate negative consequences &amp; risks</li> <li>May overestimate capabilities</li> <li>May be prone to rushing</li> </ul>	<p><b>Thoughtful &amp; careful decision-making</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Carefully evaluates consequences &amp; risks before acting</li> <li>Realistic regarding capabilities &amp; limitations</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May be slow to make decisions</li> <li>May hesitate to take action when needed</li> <li>May underestimate own capabilities</li> </ul>
	<b>THRILL-SEEKING</b>	<b>APPREHENSIVE</b>
The degree to which a person <b>avoids uncertainty &amp; risk</b> .	<p><b>Excited by uncertainty &amp; risk</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Suited for inherently high-risk tasks</li> <li>Enjoys novel &amp; unfamiliar experiences</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May take unnecessary risks</li> <li>May engage in dangerous behavior when restless or bored</li> </ul>	<p><b>Avoidant of uncertainty &amp; risk</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Avoids unnecessary risks</li> <li>Averts dangerous situations</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May have difficulty taking necessary or unavoidable risks</li> <li>May avoid unfamiliar situations</li> </ul>



# Driver Safety Quotient - Quick Reference Guide

DIMENSION	LEFT SIDE	RIGHT SIDE
	<b>RESISTANT</b>	<b>ACCOMMODATING</b>
The degree to which a person <b>follows rules &amp; is open to retraining &amp; behavior change.</b>	<p><b>Questions driving rules &amp; guidelines</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Questions the reason or purpose behind driving rules</li> <li>Points out areas for improvement in safety procedures</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May defy driving rules &amp; procedures</li> <li>May resist retraining &amp; behavior change</li> </ul>	<p><b>Follows driving rules &amp; guidelines</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Compliant &amp; rule-abiding when driving</li> <li>Receptive to retraining &amp; behavior change</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May 'blindly' follow driving guidelines when they are not appropriate</li> <li>May not notice areas for improvement</li> </ul>
	<b>ANXIOUS</b>	<b>CALM</b>
The degree to which a person <b>experiences stress &amp; pressure.</b>	<p><b>Sensitive to driving stress &amp; pressure</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Quick to perceive threats when driving</li> <li>Strong sense of urgency</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May quickly experience stress in unexpected driving situations</li> <li>May have difficulty thinking clearly when driving under pressure</li> </ul>	<p><b>Tolerant of driving stress &amp; pressure</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>High threshold for stress</li> <li>Thinks clearly &amp; rationally when driving under pressure</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May underestimate the seriousness of a driving situation</li> <li>May lack a sense of urgency</li> </ul>
	<b>IMPATIENT</b>	<b>PATIENT</b>
The degree to which a person <b>experiences frustration &amp; irritation.</b>	<p><b>Experiences frustration &amp; irritation while driving</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Quick to address unsafe driving behavior</li> <li>Assertive when driving</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May take other drivers' behavior personally</li> <li>May be easily irritated or annoyed with other drivers</li> </ul>	<p><b>Tolerant of frustrations &amp; irritations while driving</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Rarely shows agitation towards other drivers</li> <li>Even-tempered when driving</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May be too tolerant or lenient with other drivers</li> <li>May avoid reporting unsafe driving behavior</li> </ul>



DIMENSION	LEFT SIDE	RIGHT SIDE
	<b>DISTRACTIBLE</b>	<b>FOCUSED</b>
The degree to which a person <b>seeks variety &amp; stimulation</b> .	<p><b>Seeks variety &amp; stimulation when driving</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Shifts or splits focus when needed</li> <li>Comfortable with variability &amp; new stimuli when driving</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May struggle to focus for long driving periods</li> <li>May be easily distracted or bored when driving is routine or repetitive</li> </ul>	<p><b>Seeks routine &amp; repetition when driving</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Focuses for long periods of driving when needed</li> <li>Stays alert when driving is routine or repetitive</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May struggle with shifting or splitting focus when driving</li> <li>May feel overwhelmed by high variability &amp; new stimuli</li> </ul>
	<b>IMPULSIVE</b>	<b>CAUTIOUS</b>
The degree to which a person <b>considers consequences &amp; risks when making decisions</b> .	<p><b>Quick &amp; instinctive driving decisions</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Quick to decide &amp; take action when driving</li> <li>Confident in driving capabilities</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May underestimate consequences &amp; risks of driving decisions</li> <li>May overestimate driving capabilities</li> </ul>	<p><b>Thoughtful &amp; careful driving decisions</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Carefully evaluates driving situations before acting</li> <li>Realistic regarding driving capabilities &amp; limitations</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May be slow to make decisions &amp; take action when needed</li> <li>May underestimate driving capabilities</li> </ul>
	<b>THRILL-SEEKING</b>	<b>APPREHENSIVE</b>
The degree to which a person <b>avoids uncertainty &amp; risk</b> .	<p><b>Excited by driving risks &amp; uncertainty</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Suited for inherently high-risk driving roles</li> <li>Enjoys novel &amp; unfamiliar driving experiences</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May take unnecessary driving risks</li> <li>May engage in dangerous driving maneuvers when restless or bored</li> </ul>	<p><b>Avoidant of driving risk &amp; uncertainty</b></p> <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>Avoids unnecessary driving risks</li> <li>Averts dangerous driving situations</li> </ul> <p><b>CHALLENGES</b></p> <ul style="list-style-type: none"> <li>May have difficulty taking necessary or unavoidable driving risks</li> <li>May avoid unfamiliar driving experiences</li> </ul>



# Cognitive Quotient - Quick Reference Guide

DIMENSION	BASIC	ADVANCED
<b>LANGUAGE COMPREHENSION</b>		
The degree to which a person is <b>able to interpret the meaning of words, implied concepts, &amp; relationships between words.</b>	<b>Difficulty interpreting written text</b>  <b>CHALLENGES</b> <ul style="list-style-type: none"> <li>• May need others to explain complex words or written material</li> <li>• May have difficulty communicating a detailed message</li> <li>• May struggle to follow complicated instructions</li> </ul>	<b>Quickly &amp; accurately interprets written text</b>  <b>STRENGTHS</b> <ul style="list-style-type: none"> <li>• Able to understand nuanced written material</li> <li>• Able to communicate an accurate message or get a specific point across in writing</li> <li>• Able to understand &amp; make correct judgments from written information</li> </ul>
<b>NUMERICAL SKILLS</b>		
The degree to which a person is <b>able to perform mental calculations using addition, subtraction, multiplication &amp; division.</b>	<b>Difficulty performing mental calculations</b>  <b>CHALLENGES</b> <ul style="list-style-type: none"> <li>• May need assistance making mathematical calculations</li> <li>• May have difficulty understanding data in numbers</li> <li>• May avoid or abandon complex numerical problems</li> </ul>	<b>Quickly &amp; accurately performs mental calculations</b>  <b>STRENGTHS</b> <ul style="list-style-type: none"> <li>• Able to make correct judgments based on numerical calculations</li> <li>• Able to understand numerical data, such as financial reports or measurements</li> </ul>
<b>SPATIAL SKILLS</b>		
The degree to which a person is <b>able to solve problems using diagrams, mental rotation of objects, &amp; pattern recognition.</b>	<b>Difficulty manipulating objects mentally</b>  <b>CHALLENGES</b> <ul style="list-style-type: none"> <li>• May need assistance solving problems requiring the visualization of shapes</li> <li>• May have difficulty following a complicated flowchart or diagram</li> <li>• May struggle to assemble or fix something mechanical</li> </ul>	<b>Quickly &amp; accurately manipulates objects mentally</b>  <b>STRENGTHS</b> <ul style="list-style-type: none"> <li>• Able to solve problems that require mentally rotating objects</li> <li>• Able to understand &amp; follow complex diagrams or flowcharts</li> <li>• Able to solve mechanical problems</li> </ul>