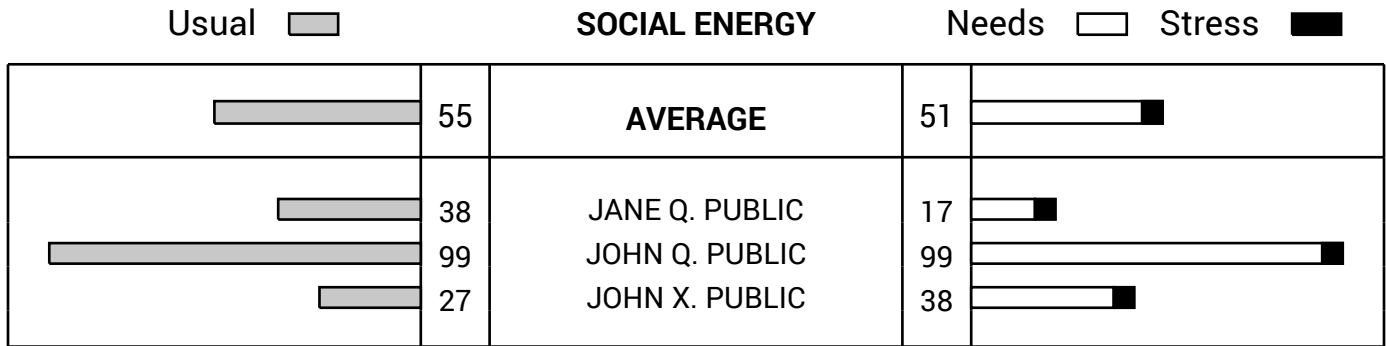


GROUP GRAPH



USUAL BEHAVIOR

Low: Independent, one-on-one communicator, selectively sociable

High: Encourages group and team efforts, socially at ease

UNDERLYING NEEDS

Low: Opportunities to be and work alone, freedom from social demands

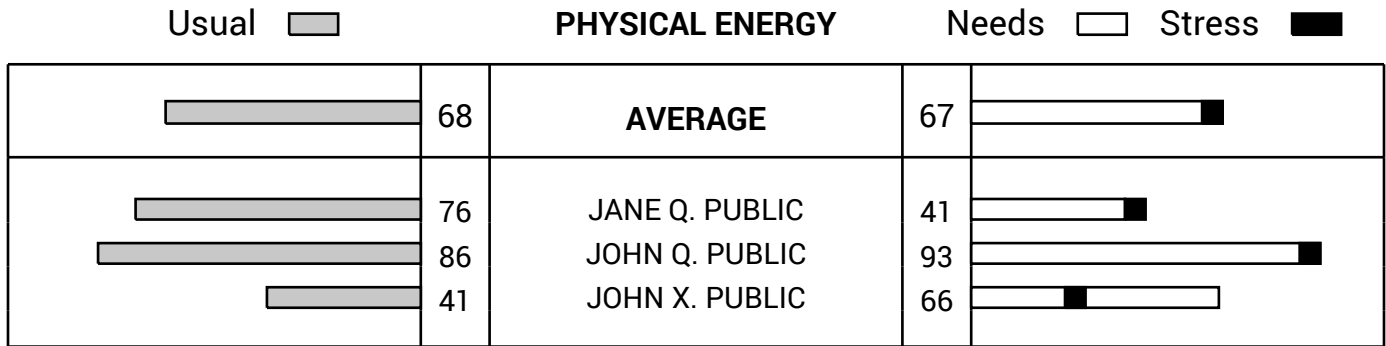
High: Support from groups, casual interactions, a broad social group

STRESS BEHAVIOR

Low: Impatient with social demands and group dynamics

High: Dependent on group approval, values the group more than the individuals

GROUP GRAPH

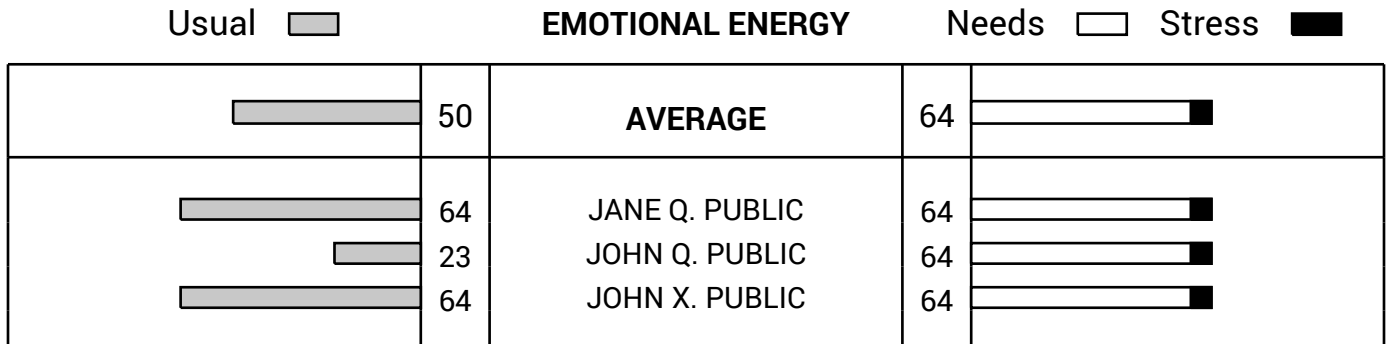


USUAL BEHAVIOR
 Low: Efficient in using energies, balances action with thought
 High: Physically active and industrious, responds immediately and vigorously

UNDERLYING NEEDS
 Low: Freedom to set own pace, time for quiet reflection and stimulation of ideas
 High: Opportunities for varied physical action, social outlets for energy

STRESS BEHAVIOR
 Low: Exhaustion from prolonged physical demands, magnifies tediousness of projects
 High: Acts without thinking, busy for the sake of it, generates restless tension

GROUP GRAPH



USUAL BEHAVIOR

Low: Objective, provides perspective, focuses on solutions

High: Expresses warm feelings, emphasizes values and intangibles, is intuitive

UNDERLYING NEEDS

Low: Logical solutions to problems, detached, matter-of-fact interactions, objective sounding board

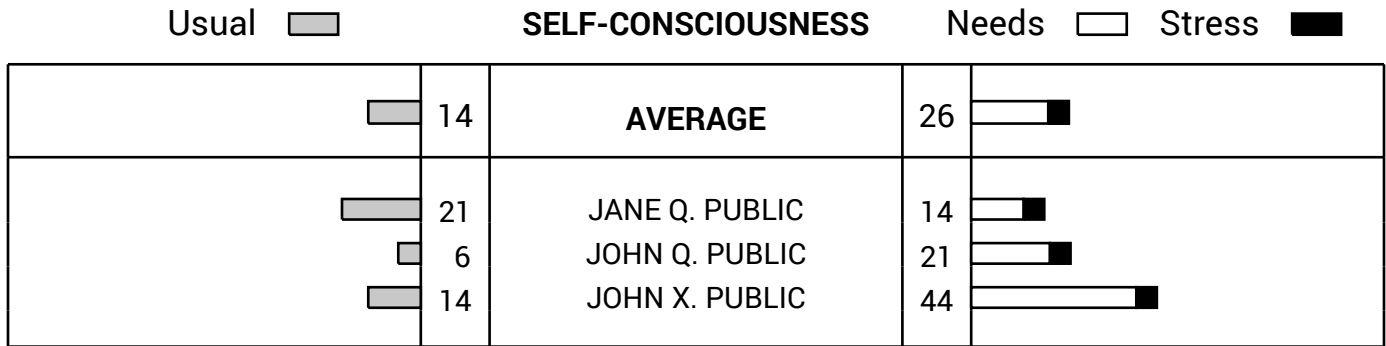
High: Ongoing outlet for subjective feelings, opportunities to confide inner feelings

STRESS BEHAVIOR

Low: Too concrete and unreflective, suppresses and downplays the importance of feelings, loses sensitivity to others

High: Allows emotions to affect judgment, magnifies problems and personal setbacks

GROUP GRAPH

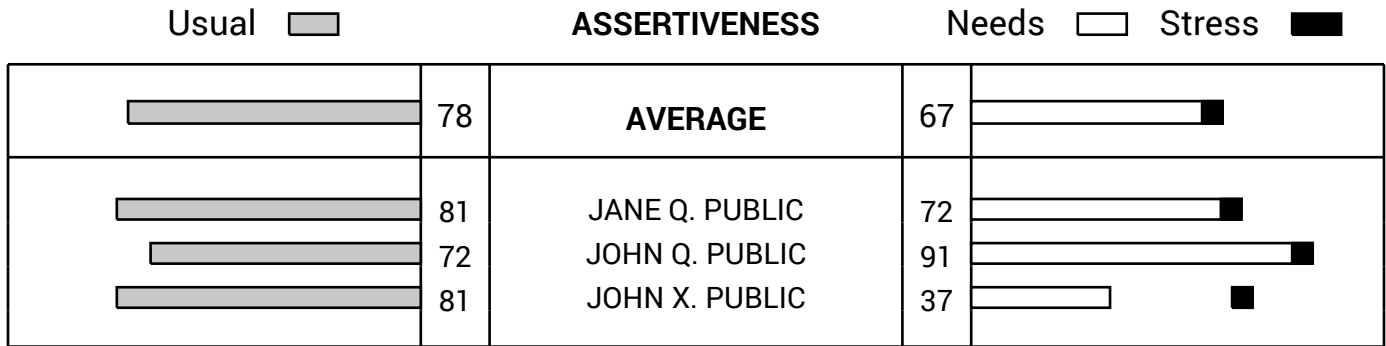



USUAL BEHAVIOR
 Low: Candid, direct, at ease, focus is on tasks
 High: Values diplomacy, focus is on self and others


UNDERLYING NEEDS
 Low: Frank and direct relationships, candor
 High: Respect, focus from significant individuals


STRESS BEHAVIOR
 Low: May be insensitive, downplaying individual needs
 High: Could easily become hurt, defensive and/or embarrassed

GROUP GRAPH

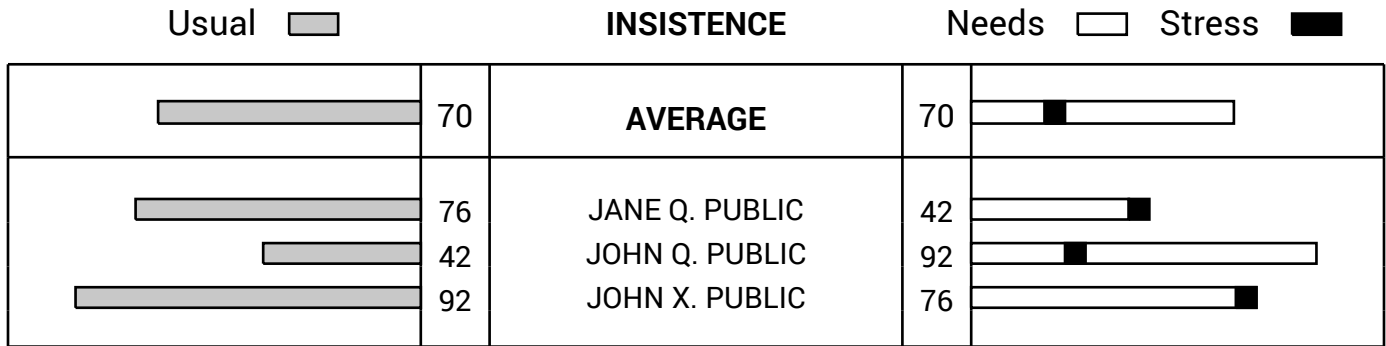




USUAL BEHAVIOR
 Low: Suggests, is deferent and agreeable, democratic
 High: Seeks to influence and convince, self-assertive, expresses differences of opinions

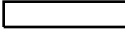

UNDERLYING NEEDS
 Low: Agreeable relationships, autonomy, suggesting style from others
 High: Clarity of accountability, defined lines of authority, opportunities to discuss and debate



STRESS BEHAVIOR
 Low: Avoids open disagreement, resists firm and assertive management, may concede under pressure
 High: Argues aggressively, provocative, may become domineering, loses effectiveness without authoritative direction or clear accountabilities

GROUP GRAPH

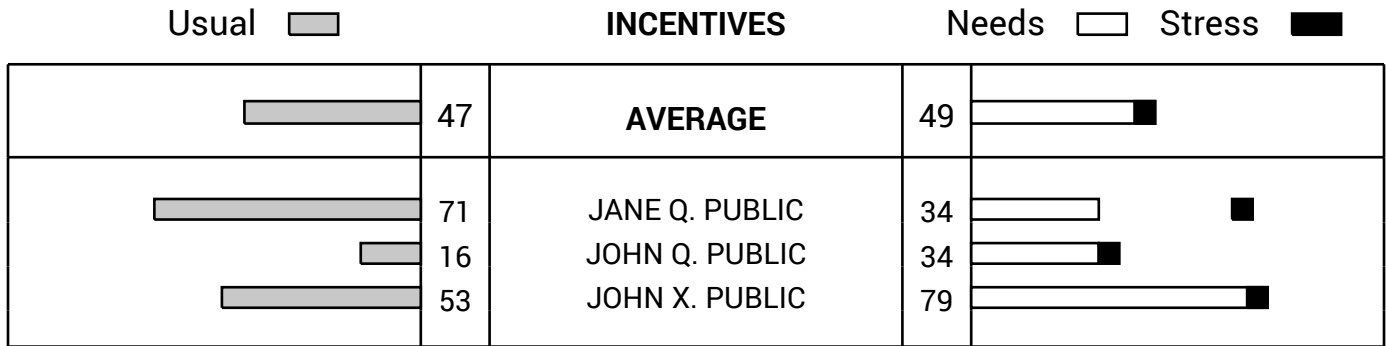




USUAL BEHAVIOR
 Low: Acts on personal initiative, makes simple broad plans
 High: Meticulous in planning and detail, operates on carefully calculated risks

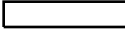

UNDERLYING NEEDS
 Low: Freedom from close control, minimal routine, easy access to others
 High: Defined systems and procedures, predictability, organizational support



STRESS BEHAVIOR
 Low: Could postpone and procrastinate, over-generalizes
 High: Dreads the unpredictable, over-emphasizes processes and controls

GROUP GRAPH

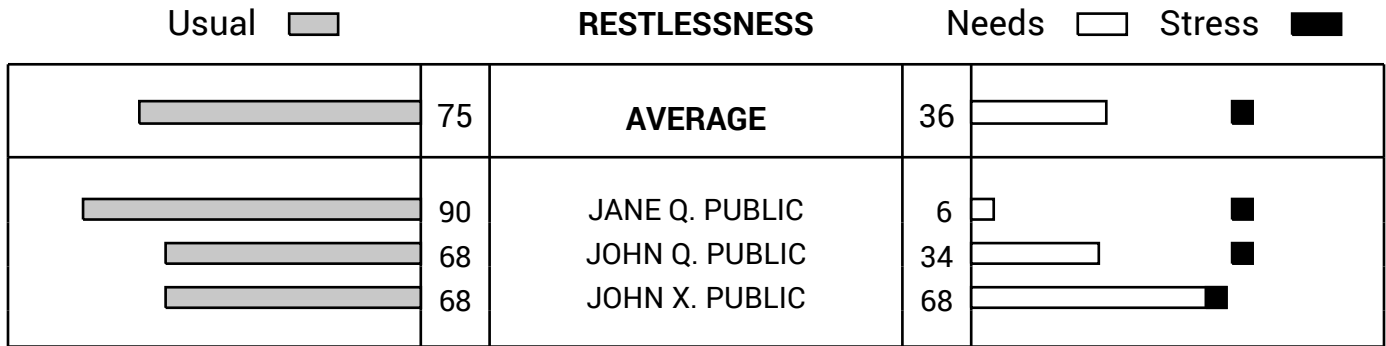


 **USUAL BEHAVIOR**
 Low: Trustful and team-spirited, aware of long-term benefits, values intangibles
 High: Opportunity minded, resourceful, naturally bargains, sells, trades

 **UNDERLYING NEEDS**
 Low: A minimum of competitive rivalry, a trustful, serving environment
 High: Opportunities to compete, tangible benefits

 **STRESS BEHAVIOR**
 Low: May feel taken advantage of, underestimates others' self-protective natures
 High: Opportunistic and distrusting, self-promotional, self-protective

GROUP GRAPH

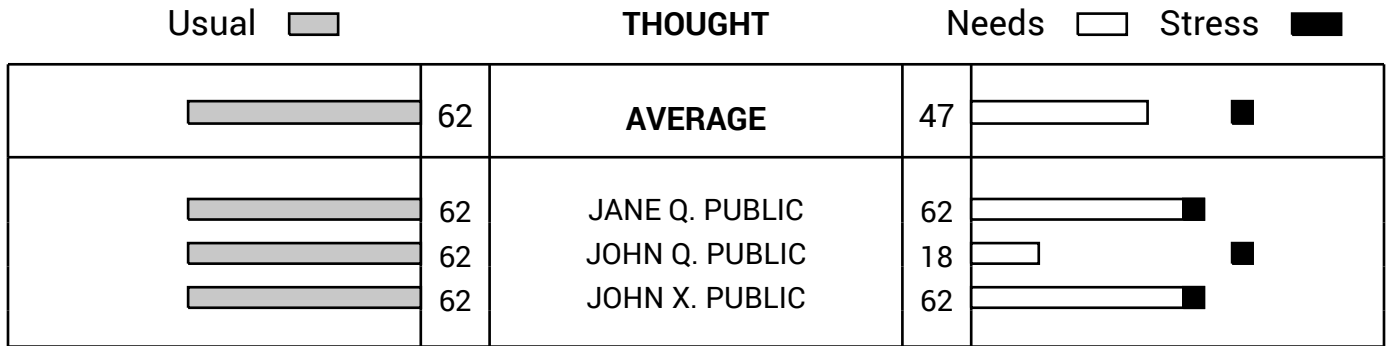


USUAL BEHAVIOR
 Low: Concentrative, not easily distracted, patient with long-range projects
 High: Ready to start new things, easy to stimulate, responsive and attentive

UNDERLYING NEEDS
 Low: Opportunity for input before changes are initiated, minimum of abrupt changes
 High: Alternating work responsibilities, opportunities to shift priorities when new interests arise

STRESS BEHAVIOR
 Low: Overly concentrative, inflexible in thinking and attitude
 High: Difficulty concentrating, restless for quick results, self-discipline may become difficult

GROUP GRAPH



USUAL BEHAVIOR
 Low: Decisive, matter-of-fact in thought and action, grasps situations quickly
 High: Thoughtful and reflective, thinks before acting, weighs both sides of issues

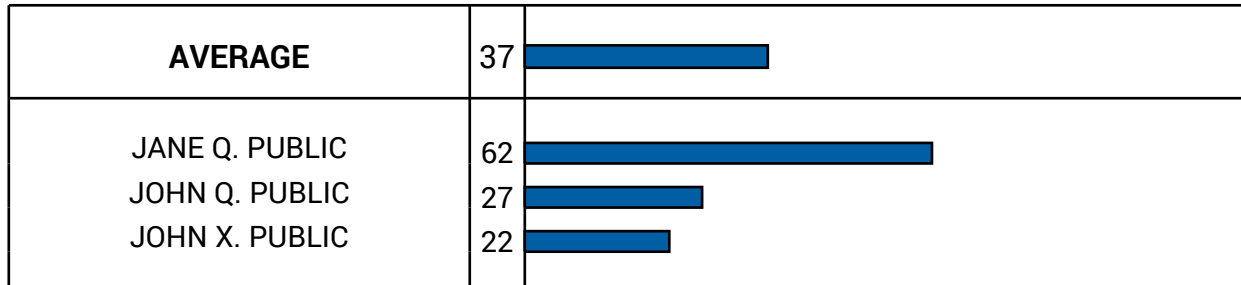
UNDERLYING NEEDS
 Low: Work and decisions that involve little ambiguity, freedom to take immediate action
 High: Ample time to think carefully and to consider options and implications

STRESS BEHAVIOR
 Low: Sees things "black or white", frustrated by ambiguity, may act impulsively
 High: Fearful of making mistakes, postpones decisions unnecessarily, over processes information

GROUP GRAPH



ARTISTIC



ARTISTIC:

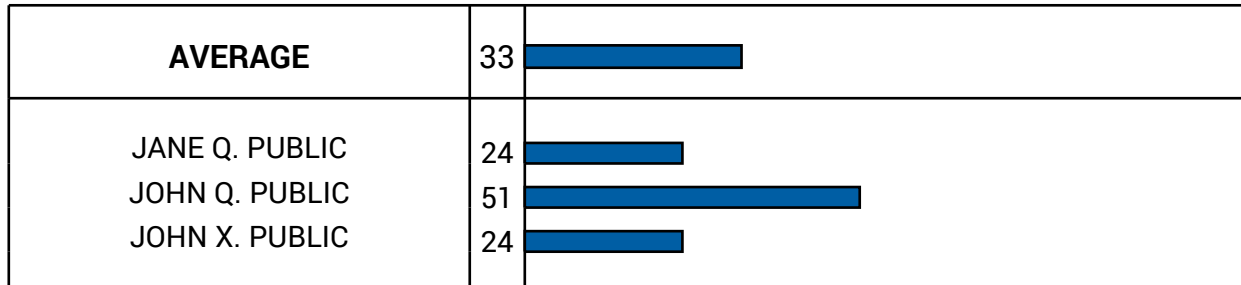
Creation, appreciation for arts, aesthetics

Activities include: Painting, appreciating art, designing

GROUP GRAPH



LITERARY



LITERARY:

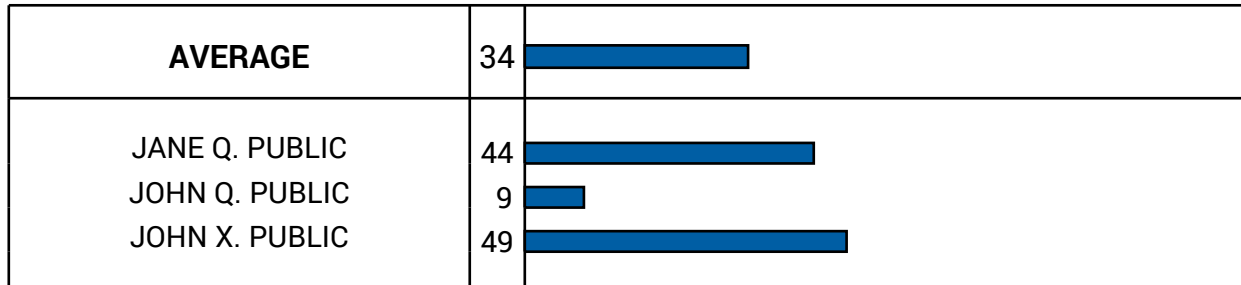
Appreciation for language

Activities include: Writing, reading, editing

GROUP GRAPH



MUSICAL



MUSICAL:

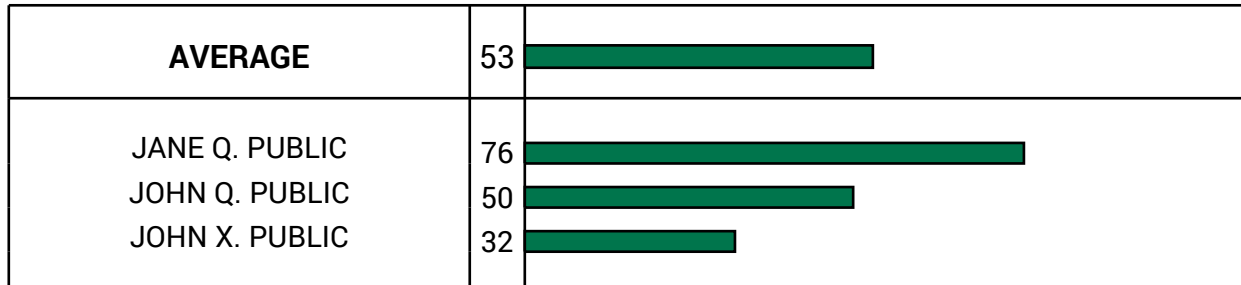
Playing, singing or listening to music

Activities include: Attending concerts, collecting and appreciating music

GROUP GRAPH



PERSUASIVE



PERSUASIVE:

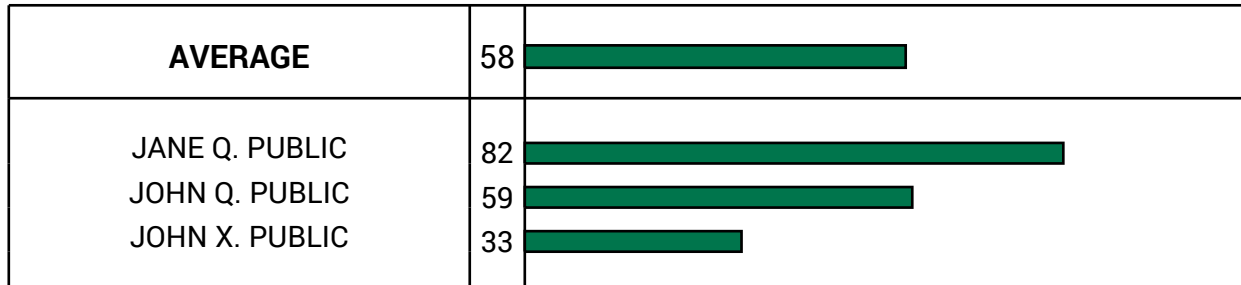
Persuading, motivating, selling

Activities include: Debating, influencing, promoting

GROUP GRAPH



SOCIAL SERVICE



SOCIAL SERVICE:

Helping, advocating for people

Activities include: Teaching, counseling, volunteering

GROUP GRAPH



TECHNICAL

AVERAGE	65	
JANE Q. PUBLIC	66	
JOHN Q. PUBLIC	63	
JOHN X. PUBLIC	66	

TECHNICAL:

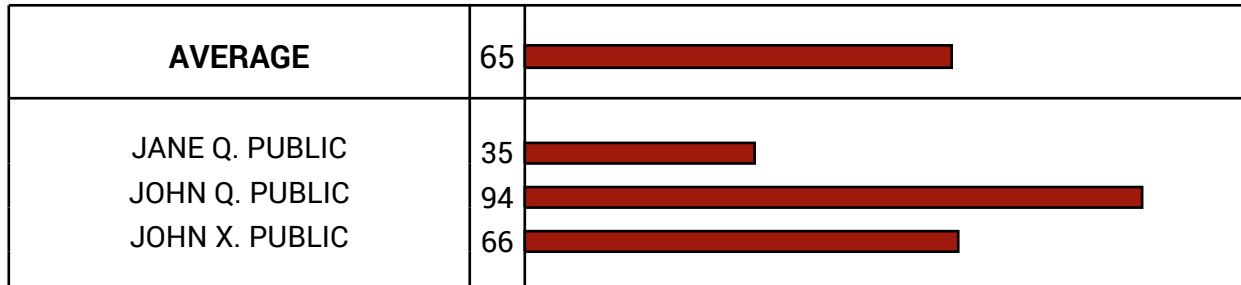
Hands-on work with technology and machinery

Activities include: Programming, assembling, using gadgets

GROUP GRAPH



OUTDOOR



OUTDOOR:

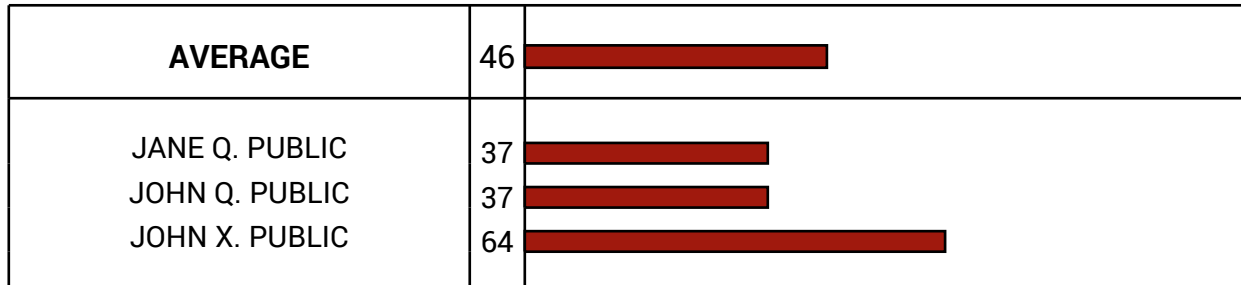
Work in an outdoor environment

Activities include: Being outdoors, farming, gardening

GROUP GRAPH



SCIENTIFIC



SCIENTIFIC:

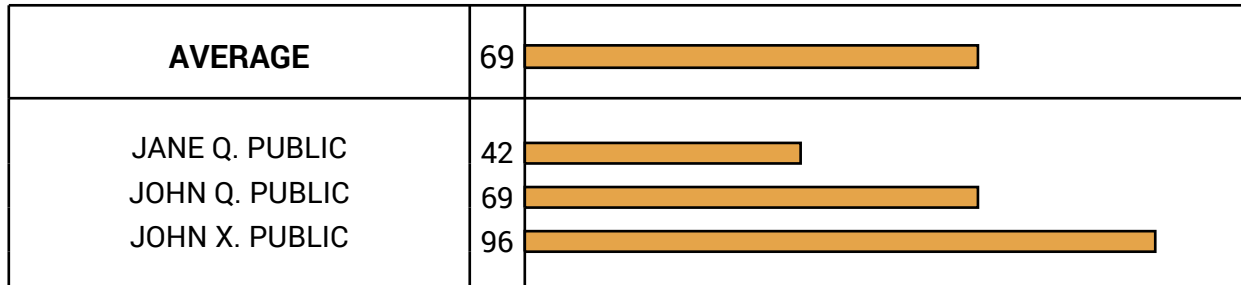
Research, analysis, intellectual curiosity

Activities include: Investigating, exploring medicine, experimenting

GROUP GRAPH



ADMINISTRATIVE



ADMINISTRATIVE:

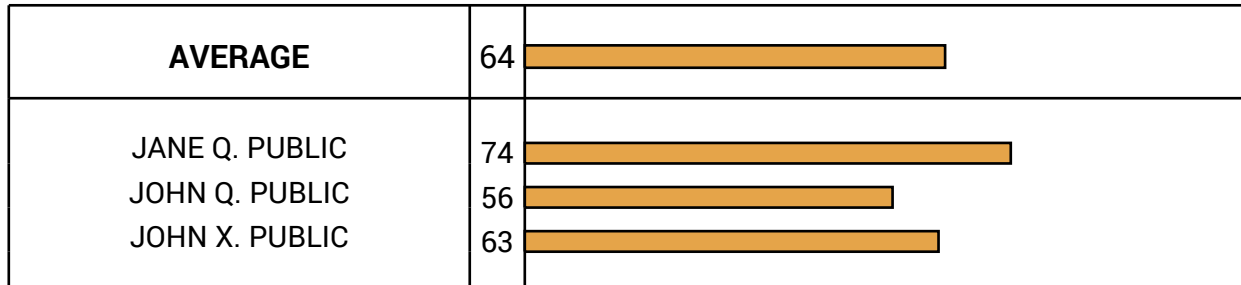
Systems, order and reliability

Activities include: System tracking, record keeping, categorizing

GROUP GRAPH



NUMERICAL



NUMERICAL:

Working with numbers and data

Activities include: Accounting, investing, analyzing