

**Compassionate:** The Compassionate trait indicates deep emotional connections with others. Individuals who score high tend to be affectionate, compassionate, sensitive, and caring. They prefer close empathetic relationships. Individuals who score low on this trait tend to be frank and focused on facts versus feelings; they prefer working with data rather than people.

**Cooperative:** The Cooperative trait indicates an affinity for working with others. Individuals who score high tend to be pleasant, trusting, cordial, non-critical, and easy to get along with. They try to get along well with everyone. Individuals who score low on this trait tend to be cautious, competitive, and skeptical; they prefer to work independently.

**Helpful:** The Helpful trait indicates an affinity for serving others. Individuals who score high tend to be generous with time and resources. They prefer roles with opportunities to serve others. Individuals who score low on this trait tend to be independent and focused on their own work; they prefer individual contributor roles.

**Organized:** The Organized trait indicates an affinity for order and structure. Individuals who score high tend to be organized, neat, and clean. They prefer organizing and maintaining their surroundings. Individuals who score low on this trait tend to be tolerant of various environments; they may prefer less structured settings that feel welcoming.

**Principled:** The Principled trait indicates an affinity for clear rules and rule-following. Individuals who score high tend to strive to adhere to standards of honesty and morality. They prefer that rules be clear, followed, and enforced. Individuals who score low on this trait tend to be adaptable to the needs of the moment; they may prefer to accept and accommodate different views of others.

**Responsible:** The Responsible trait indicates an affinity for having control and being trusted to deliver results. Individuals who score high tend to be dependable, reliable, and make every effort to keep promises. They prefer roles that require high levels of trust to deliver results. Individuals who score low on this trait tend to be flexible and able to adapt to changing situations; they may prefer to stay flexible and are comfortable with ever-changing schedules.

**Ambitious:** The Ambitious trait indicates an affinity for high levels of effort and constant striving. Individuals who score high tend to be hardworking, industrious, confident, and resourceful. They prefer challenges and opportunities to demonstrate skills and accomplishments. Individuals who score low on this trait tend to prefer a balanced lifestyle that values relaxation and entertainment; they may value time to recover and get away from constant pressure.

**Balanced:** The Balanced trait indicates balanced emotions, having no emotion lacking or too strong. Individuals who score high tend to be well-adjusted, free from worry, and handle stress well. They are able to engage and help deescalate tense situations. Individuals who score low

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on this trait tend to worry and feel anxious; they may have strong emotional responses and tend to withdraw from tense situations.

**Composed:** The Composed trait indicates a tendency to keep feelings and expressions under control. Individuals who score high tend to be calm and stable. They are able to remain calm in challenging situations and aggressive conversations. Individuals who score low on this trait tend to be sensitive to criticism, especially when unfair; they tend to react to others' emotions.

**Optimistic:** The Optimistic trait indicates a tendency to be hopeful and confident about the future. Individuals who score high tend to have a positive outlook on life and tend to experience joy and a sense of wellbeing. Individuals who score low on this trait tend to be quick to identify potential problems and how things could go wrong.

**Assertive:** The Assertive trait indicates leading and enjoying positions of influence over others. Individuals who score high tend to be domineering, to take-charge, and tend to be described as natural leaders. They prefer leading rather than following. Individuals who score low on this trait tend to be best in supporting roles; they may prefer following and supporting rather than leading.

**Sociable:** The Sociable trait indicates an affinity for meeting new people and socializing in large groups. Individuals who score high tend to be adept at approaching others and maintaining social connections. They prefer to be around others. Individuals who score low on this trait tend to enjoy deep relationships with a small circle of close friends and colleagues; they prefer spending time with individuals or small groups rather than large groups.

**Energetic:** The Active trait indicates an affinity for physical activity. Individuals who score high tend to approach daily life with energy, excitement, and spontaneity. They prefer to stay physically active. Individuals who score low on this trait tend to enjoy quiet and relaxing environments; they may prefer books and movies to physical activities.

**Analytical:** The Analytical trait indicates an affinity for critical thinking and complex problem solving. Individuals who score high tend to be intelligent, analytical, and knowledgeable typically enjoy solving complex problems. They prefer to think deeply about various aspects of a situation. Individuals who score low on this trait tend to be good followers; they may prefer to focus on the task at hand and to work in situations where others tackle the complex issues and provide clear directions.

**Creative:** The Creative trait indicates ingenuity, innovation, and idea generation. Individuals who score high tend to be inventive and imaginative, constantly striving to make improvements to information, processes, or products. They prefer to think "Outside the box." Individuals who score low on this trait tend to be conventional and reasonable, prefer clear instructions, predictable work settings, and repetitive work.