

LIST OF 175 TRAITS & DEFINITIONS

(US English)

Note: Some of the traits below are not in the options when creating JSFs.

No	Trait	Definition
1	Ambitious Benevolence	The desire to help society through developing and using one's own financial strength
2	Analytical	The tendency to logically examine facts and situations (not necessarily analytical ability)
3	Analyzes Pitfalls	The tendency to scrutinize potential difficulties related to a plan or strategy
4	Animals	The interest in working with mammals, birds, reptiles, or fish
5	Artistic	The enjoyment of making things look beautiful or attractive
6	Assertive	The tendency to put forward personal wants and needs
7	Authoritarian	The tendency to make decisions independently without sufficiently collaborating with others
8	Authoritative	The desire for decision-making authority and the willingness to accept decision-making responsibility
9	Authoritative Collaboration	The tendency to take responsibility for decisions while at the same time allowing others to genuinely participate in the decision-making process
10	Avoids Communication	The tendency to lack the combination of frankness and diplomacy
11	Avoids Decisions	The tendency to avoid decision-making authority as well as collaborative decisions-making
12	Benevolent Sacrifice	The tendency to give greater importance to helping society than pursuing financial benefits
13	Biology	The interest in the structure, function, growth, evolution, distribution, or taxonomy of living organisms
14	Blindly Optimistic	The tendency to focus on the possible benefits of a plan or strategy without sufficiently analyzing the potential difficulties or pitfalls
15	Blunt	The tendency to be frank or direct without being sufficiently tactful or diplomatic
16	Building / making	The enjoyment of constructing or putting together anything
17	Careless Pessimism	The tendency to take risks while at the same time believing that the future is bleak
18	Cause Motivated	The tendency to be motivated to help society
19	Cautious	The tendency to focus on the potential pitfalls of a plan or strategy without sufficiently taking risks
20	Cautious Inattention	The tendency to be cautious about risks while at the same time paying little attention to the potential pitfalls of a plan or strategy
21	Certain	The tendency to feel confident in one's opinions
22	Children	The interest in working with children
23	Clerical	The enjoyment of tasks such as typing or filing or organizing information
24	Coaching	The tendency to effectively facilitate the development of others (one-to-one interactions)
25	Collaborative	The tendency to collaborate with others when making decisions
26	Comfort With Conflict	The tendency to be comfortable with confrontation or strife
27	Compassionate Enforcing	The tendency to enforce necessary rules with compassion
28	Computer Hardware	The interest in the physical elements that constitute a computer system
29	Computer Software	The interest in the non-tangible program components (i.e. software) of computers
30	Computers	The enjoyment of working with electronic machines that calculate, store, or analyze information
31	Cool Permissiveness	The tendency to lack warmth while at the same time avoiding enforcing necessary rules

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32	Defensive	The tendency to be self-accepting without sufficiently intending to improve
33	Defers Decisions	The tendency to emphasize collaborative decision-making without sufficiently accepting responsibility for making decisions
34	Diplomatic	The tendency to state things in a tactful manner
35	Disinterested in Decisions	The tendency to avoid analyzing situations and decisions while at the same time mistrusting intuition
36	Doesn't Need Structure	The tendency to work effectively without much structure (assuming sufficient job related knowledge)
37	Dogmatic	The tendency to be certain of opinions without sufficiently being open to different ideas
38	Dominating	The tendency to be assertive of one's needs without sufficiently being helpful to others
39	Driving	The enjoyment of operating a motor vehicle
40	Effective Enforcing	The tendency to skillfully correct others when they are violating rules or performing poorly
41	Electronics	The interest in designing, assembling, repairing, or operating automated or computerized equipment
42	Enforcing	The tendency to insist upon necessary rules being followed
43	Enlists Cooperation	The tendency to invite others to participate in or join an effort
44	Entertainment	The interest in activity that holds the attention and interest of an audience
45	Enthusiastic	The tendency to be eager and excited toward one's own goals
46	Evasive	The tendency to be tactful without being sufficiently direct
47	Experimenting	The tendency to try new things and new ways of doing things
48	Fast But Imprecise	The tendency to work quickly without sufficient attention to detail or accuracy
49	Finance / business	The interest in commerce or fiscal management
50	Flexible	The tendency to easily adapt to change
51	Flexible Organizing	The tendency to organize things while at the same time maintaining flexibility
52	Food	The interest in work relating to food
53	Forceful Enforcing	The tendency to enforce rules without sufficiently enlisting others' cooperation
54	Forthright Diplomacy	The tendency to be forthright and respectful at the same time
55	Frank	The tendency to be straightforward, direct, to the point, and forthright
56	Handles Autonomy	The tendency to have the motivation and self-reliance necessary for a significant amount of independence from immediate supervision (does not indicate the necessary job related knowledge)
57	Handles Conflict	The tendency to skillfully face discord or strife, and the interpersonal skills necessary to deal with it effectively
58	Harsh	The tendency to enforce rules without giving sufficient emphasis to building rapport or being empathetic
59	Health / medicine	The interest in health or medicine
60	Healthy Self-Esteem	The tendency to accept oneself while at the same time trying to improve oneself
61	Helpful	The tendency to respond to others' needs and assist or support others to achieve their goals
62	Impulsive	The tendency to take risks without sufficient analysis of the potential difficulties

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63	Inconclusive	The tendency to reflect on ideas without sufficiently coming to conclusions
64	Influencing	The tendency to try to persuade others
65	Innovative	The tendency to create new and more effective ways of doing things
66	Insensitive	The tendency to be assertive with one's own needs without being sufficiently warm and empathetic
67	Internally Contradicted	The tendency to lack self-acceptance as well as the desire to improve oneself
68	Interpersonal Skills	The tendency to have a balance of traits that relate to effective interaction with others
69	Intuitive	The tendency to use hunches to help make decisions (not necessarily intuitive capabilities)
70	Inventive	The tendency to experiment with different ways of accomplishing something while at the same time maintaining focus on the desired objective or result
71	Judgment (strategic)	The tendency to have a balance of traits necessary to discern pertinent information, and formulate an effective strategy
72	Laser Logical	The tendency to solve problems emphasizing analysis over intuition
73	Legal Matters	The interest in rules created by social institutions to govern society and business
74	Logical Intuition	The tendency to use analysis combined with intuition to solve problems
75	Manages Stress Well	The tendency to deal effectively with strain and difficulty when it occurs
76	Manual Work	The enjoyment of work that involves using one's hands
77	Manufacturing	The interest in the production of products using labor, machines, or chemicals
78	Mechanical	The enjoyment of work that involves fixing or repairing something
79	Medical Science	The interest in at least one of the applied sciences related to healthcare
80	Mindful Courage	The tendency to analyze the potential pitfalls of the plan or strategy while at the same time being willing to take risks
81	Mutual Help	The tendency to pursue solutions that are beneficial to all parties concerned
82	Narrowly Unambitious	The tendency to lack motivation to help society as well as motivation for financial gain
83	Needs Avoidance	The tendency to lack assertiveness as well as helpfulness
84	Negotiating	The tendency to bargain in order to reach a beneficial agreement
85	Noise	The tolerance of working in an environment that has loud or continuous sounds
86	Non-finishing	The tendency to experiment with different things without sufficiently persisting in a single direction
87	Non-logical	The tendency to rely on intuition without sufficiently analyzing a plan or problem
88	Numerical	The enjoyment of counting, calculating, or analyzing quantities using mathematics
89	Open / reflective	The tendency to reflect on many different viewpoints
90	Optimistic	The tendency to believe the future will be positive
91	Organizational Compatibility	The tendency to work co-operatively with others (assuming sufficient job related knowledge and team compatibility)
92	Organized	The tendency to place and maintain order in an environment or situation
93	Outdoors	The desire to work in an outside environment

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94	Outgoing	The tendency to be socially extroverted and the enjoyment of meeting new people
95	Pay Minus Motivation	The tendency to have a desire for money that is greater than the personal drive necessary to earn it
96	People Oriented	The tendency to positively interact with others
97	Permissive	The tendency to be warm and empathetic without sufficiently enforcing rules or holding others accountable
98	Persistent	The tendency to be tenacious despite encountering significant obstacles
99	Physical Science	The interest in the physics and chemistry of nature
100	Physical Work	The enjoyment of work that involves substantial bodily effort
101	Planning	The tendency to formulate ideas related to the steps and process of accomplishing an objective
102	Plants	The interest in shrubs, gardening, botany, trees, or farming
103	Poised Achievement	The tendency to be self-motivated while at the same time managing stress
104	Precise	The enjoyment of work that requires being exact and the tendency to be detail oriented
105	Precise But Slow	The tendency to be exact or precise without being sufficiently productive
106	Pressure Tolerance	The level of comfort related to working under deadlines and busy schedules
107	Problem Solving	The tendency to logically analyze situations, facts, difficulties, and potential pitfalls (not necessarily analytical ability)
108	Prolific Quality	The tendency to be productive while still paying sufficient attention to detail
109	Provides Direction	The tendency to provide others with clear direction or guidance
110	Psychology	The interest in human mental functions including mannerisms, actions, attitudes, and abilities
111	Public Contact	The level of comfort interacting with a wide range of people representative of general society
112	Public Speaking	The enjoyment of presenting or articulating information to groups of people
113	Realistic Optimism	The tendency to analyze the potential pitfalls of a plan or strategy while remaining positive about achieving the potential benefits
114	Rebellious Autonomy	The tendency to seek freedom from authority without taking sufficient and appropriate initiative
115	Receives Correction	The tendency to accept guidance intended to improve performance
116	Relaxed	The tendency to feel at ease or calm while working
117	Repetition	The tolerance of monotonous work: a single activity repeated over and over (e.g. assembly line)
118	Research / learning	The enjoyment of gathering and comprehending new information
119	Rigidly Disorganized	The tendency to lack organization as well as adaptability
120	Rigidly Meticulous	The tendency to focus on details without sufficiently adapting to change
121	Rigidly Organized	The tendency to be organized without sufficiently adapting to change
122	Risking	The tendency to feel comfortable with business ventures that involve uncertainty
123	Scattered	The tendency to adapt to change without remaining sufficiently organized
124	Science	The interest in any body of knowledge that uses a systematic method for achieving knowledge

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125	Self-acceptance	The tendency to like oneself ("I'm O.K. the way I am")
126	Self-critical	The tendency to seek self-improvement without sufficiently being self-accepting
127	Self-improvement	The tendency to attempt to develop or better oneself
128	Self-motivated	The drive to achieve including taking initiative, wanting challenge, and being enthusiastic about goals
129	Self-sacrificing	The tendency to respond to others' needs without sufficiently expressing one's own needs
130	Selling	The interest in convincing or influencing others to purchase a product or service
131	Sitting	The tolerance of sitting for long periods in which there is no opportunity to stand or walk around
132	Skeptical	The tendency to focus on the potential difficulties of a plan or strategy without giving sufficient emphasis to the potential benefits
133	Slow And Imprecise	The tendency to lack productivity as well as attention to detail
134	Sports	The interest in work that involves sports
135	Standing	The tolerance of standing in one place for long periods (no opportunity to sit or walk around)
136	Stress Management	The tendency to be relaxed while at the same time managing stress well when it occurs
137	Stressed Achievement	The tendency to strive for achievement without sufficiently managing stress
138	Stressed Pessimism	The tendency to be tense or stressed while at the same time believing that the future is bleak
139	Stressed Underachievement	The tendency to lack achievement orientation while at the same time being tense and/or having difficulty dealing with stress
140	Stubborn Persistence	The tendency to be persistent without sufficiently trying different ways to overcome obstacles
141	Systematic	The enjoyment of tasks that require carefully or methodically thinking through steps
142	Takes Autonomy	The desire to work independently by working autonomously and taking initiative
143	Takes Initiative	The tendency to perceive what is necessary to be accomplished and to proceed on one's own
144	Teaching	The enjoyment of instructing, training, or educating others
145	Team	The enjoyment of working closely in a co-operative team effort (not necessarily the ability to do so)
146	Tempo	The enjoyment of work that needs to be done quickly
147	Tolerance Of Bluntness	The level of comfort related to receiving abrupt or frank communications from others
148	Tolerance Of Evasiveness	The level of comfort related to dealing with people who are indirect or lacking in frankness
149	Tolerance Of Structure	The tolerance of following rules, schedules, and procedures created by someone else
150	Tranquil Inertia	The tendency to be relaxed and easy-going without being sufficiently self-motivated
151	Travel	The interest in work that involves frequently taking a journey
152	Truth Exploring	The tendency to explore different viewpoints and formulate conclusions without becoming fixed in one's opinions
153	Uncertain Disinterest	The tendency to lack confidence in one's own opinions while at the same time not reflecting on different ideas and opinions
154	Unresourceful	The tendency to avoid trying new things as well as having a lack of persistence
155	Wants Advancement	The desire to have work opportunities to expand one's career or responsibilities

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156	Wants Appreciation	The desire to have an employer who expresses appreciation for one's work
157	Wants Autonomy	The desire to have freedom or independence from authority
158	Wants Capable Leader	The desire to have a leader one perceives to be capable
159	Wants Challenge	The willingness to attempt difficult tasks or goals
160	Wants Development	The desire to have work opportunities to learn new skills or increase abilities
161	Wants Diplomacy	The desire for others to be tactful
162	Wants Flexible Work Time	The desire to have flexible working hours or holiday schedules
163	Wants Frankness	The desire for others to be direct, straightforward, and to the point
164	Wants High Pay	The desire to earn greater remuneration
165	Wants Opinions Valued	The desire to have an employer who listens and gives importance to one's views
166	Wants Personal Help	The desire to receive some form of employer support related to one's personal difficulties
167	Wants Quick Pay Increases	The desire to have an employer who offers relatively frequent pay increases
168	Wants Recognition	The desire for positive acknowledgement (from others) related to one's abilities and strengths
169	Wants Social Opportunities	The desire to have a workplace that enables one to meet and interact with others
170	Wants Stable Career	The desire for long-term or permanent employment
171	Wants To Be Informed	The desire to have an employer who freely shares information related to one's work or job
172	Wants To Lead	The desire to be in a position to direct or guide others
173	Wants Work/Life Balance	The desire to have sufficient time away from work for rest, enjoyment, or family
174	Warmth / empathy	The tendency to express positive feelings and affinity toward others
175	Writing / language	The interest in work that involves formulating words to convey meaning (i.e., journalism or translator)