



**Scale I is Dominance -- When Scale I is High**

- Works best with minimal supervision and control
- Decisive and direct, likes to control the work environment
- Takes a challenge easily
- Comfortable with change

**Scale II is Influence -- When Scale II is High**

- Generally optimistic and enthusiastic
- A good promoter and motivator
- Enjoys freedom of movement
- Better with the big picture than the details

**Scale III is Steadiness -- When Scale III is High**

- Known as a dependable and steady team worker
- Enjoys a stable and predictable work environment
- Friendly and usually works to get along with co-workers

**Scale IV is Compliance -- When Scale IV is High**

- An analytical individual who is accurate and good with details
- Enjoys working where critical thinking is needed
- A conscientious person with a well-developed idea of 'right and wrong'

**Scale is Motivational Energy -- When Scale V is High**

- Internally motivated to make own decisions and then take action
- Forceful, will seek to be in charge and in control
- Strong willed

**When Scale V is Low**

- Responds to external motivation
- Usually an effective team member who follows direction well
- Comfortable with a strong manager and leader