

ALL ABOUT APTITUDES

This document contains all the information provided within YouScience about each aptitude type. Click on the aptitude name to jump to the respective page.

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Personal Approach

HOW DO YOU TACKLE PROJECTS AND DECISIONS?

Personal Approach aptitudes reveal how you naturally approach work at your job, in a class, or in your personal endeavors. These results identify the role on a team that best suits you, the environment you most likely prefer, and the means you naturally use to accomplish tasks and reach your goals.

Take these results seriously when you choose school and job paths, and you'll make your own nature a powerful ally.

Timeframe Orientation

Timeframe Orientation affects the kinds of goals you set for yourself and how you approach them.

Vocabulary

Vocabulary affects how you communicate with others to exchange ideas, express personal opinions, relay information, and learn.

Work Approach

Work Approach indicates how you're likely to think about and perform work tasks.

Interpersonal Style

Your Interpersonal Style affects how you initiate interactions and replenish your energy.

Timeframe Orientation

Think of your Timeframe Orientation as how you might approach a triathlon. Some people need to focus on the short-term goal, finishing each section as quickly as possible. First, they focus on the swim, then on the bicycle ride, and finally on the run to the finish line. Others may think only about the finish line as they swim, bike, and run. Everyone gets to the finish line, but not everyone focuses about how to get there in the same way.

It is important to be aware of your range (long, intermediate, or immediate). Knowing your Timeframe Orientation enables you to adapt to the ranges that do not come as naturally to you - and helps you understand others.

SCIENTIFICALLY SPEAKING

Timeframe Orientation affects the kinds of goals you set for yourself and how you approach them. It indicates whether you're more focused on the present activity or on how it fits into a long-term plan. Some people are content to work years toward a goal without any immediate reward. Others prefer immediate closure and work best with short-term deadlines to stay focused and motivated. For our purposes, long-range goals range from five to twenty years in the future, intermediate goals are one to five years away, and immediate goals are up to one year in the future. By understanding your Timeframe Orientation, and planning your work appropriately, time becomes your ally in reaching all your goals.

Future Focuser

Future Focused people are able to plan and work toward goals that may take years to come to fruition. They are able to keep an eye on a long-range target. They will make efforts that might not be rewarded in the near future to reach goals in the distant future. They're good to have around when others get off track or lose motivation toward a long-term goal.

YOUR RESULTS SHOW:

- You have your eye on the future, and you're happiest when you've set a target that inspires you, even years down the road.
- You're motivated to work hard now even for a result you won't see till much later.
- You don't give up easily.
- When you finally get close to reaching your goal, make sure you have a new one ready to take its place.

You love the long haul.

IMPACT ON YOUR DAILY LIFE

WORK

Look for work that lets you set long-term goals. You'll need the space and time to imagine results in the future.

- Be aware that tight deadlines or rapidly changing goals at work might frustrate you. Be ready and be patient: that's part of most any long-term project.

- When you come close to achieving one long-term goal, be ready to commit to another target out in the future. Celebrate one success by starting on the next project.
- You may feel frustrated when activities are not relevant to a goal.
- You may find yourself keeping others on track with a long-term goal.
- You're a natural strategist and policy planner.

SCHOOL

Traditional academic environments reward your ability to plan for the future and work toward goals far down the road.

- Make the deliberate effort to identify short- and medium-term milestones on your way to your distant target.
- You may need to be patient when working with others on group projects; not everyone can stay focused on a distant goal without benefit of intermediate goals to provide a sense of accomplishment on the way.
- Celebrate success as you go.

SOCIAL

Your focus on distant goals and the big picture helps you stay steady in social interactions.

- You admire people who can live in the moment, but you also see how actions can lead to an undesirable end. This ability helps you avoid risks, but it can also preoccupy you.
- You probably enjoy planning community events and participating in theater or music performances.
- You can be a source of strength and consistent focus when goals seem unattainable.
- You enjoy being with fun, present-oriented people, but you feel most comfortable around those who focus activities on a distant goal.

APTITUDE AWARENESS

Your Timeframe Orientation makes you comfortable working toward goals in the distant future. In fact, without a long-term goal, you may feel a bit aimless. You're more focused on the actual long-term goal or target than the specific day-to-day steps. You prefer to think about the impact of your decisions five to ten years into the future.

Think of your Timeframe Orientation as how you might approach a triathlon. Some people need to focus on the short-term goal, finishing each section as quickly as possible. First, they focus on the swim, then on the bicycle ride, and finally on the run to the finish line. Others may think only about the finish line as they swim, bike, and run. Everyone gets to the finish line, but not everyone focuses about how to get there in the same way. It is important to be aware of your range (long, intermediate, or immediate). Knowing your Timeframe Orientation enables you to adapt to the ranges that do not come as naturally to you - and helps you understand others.

You may prefer to keep your mind on the finish line of the triathlon. You are able to stay focused on a distant target and can work toward goals that may take years to develop or come to fruition. You work best when your activities further your long-term goal; otherwise you feel you are being inefficient. You usually evaluate your plans for projects in advance to ensure that their purpose aligns with the distant goal you have set yourself. You might find yourself slowing down as you approach completion because you are uncomfortable without a long-range goal.

TIPS FOR SUCCESS

You like to focus on the long term. Even distant goals that seem impossible to others probably just inspire you.

- Keep new goals in the wings. You'll stay inspired if you maintain multiple missions in varying stages of completion, with new objectives ready as old ones are achieved.
- Practice flexibility. Sometimes life hijacks even your best-laid plans.
- Don't be afraid to re-evaluate your long-term goal now and then. Is it still worthy? Or is another, better cause calling you now?
- Don't forget to celebrate short-term wins as steps toward your more distant goal. Reward yourself.

EASIER FOR YOU

- Knowing you can accomplish goals considered idealistic or unrealistic by others
- Being comfortable when you are a long way from a goal
- Keeping track of multiple goals in different stages of completion
- Keeping others focused on a goal
- Staying on track with a distant goal regardless of what comes up

DIFFICULT FOR YOU

- Knowing when to abandon a goal in the face of changing circumstances
- Celebrating your progress as you work toward a goal
- Being without a new goal
- Enjoying the last stages of a long-term project
- Accepting completion of a goal when you know a project will soon end

CAREERS

Organizational Development, Entrepreneurship, Executive Administration

Balanced Focuser

Balanced people often find a middle ground between focusing on their current activities and a distant goal. They are likely to need regular, short-term achievements within a longer-term focus. They help coworkers or teammates stay on track with a goal, but can also switch gears if the goal is no longer viable. Given their desire for clarity about the direction and outcome of a project, they can point out when a goal is becoming too costly or risky. Balanced Timeframe Orientation can be very helpful in jobs requiring relationship building, such as developing community coalitions across diverse interest groups.

YOUR RESULTS SHOW:

- Your natural sense of time keeps one eye on the present and one eye on the future.
- You're happiest when you include both a valued long-term goal and also specific, short-term

deadlines that will move you down that road.

- In a group effort, your time sense might help others stay steady and focused: you can nudge those who get stuck in the daily details and you can bring the dreamier planners back to earth.

Time is always on your side.

IMPACT ON YOUR DAILY LIFE

WORK

You are helpful in group projects where re-evaluating goals, adapting schedules, and keeping everyone on track is important.

- You'll have a knack for recognizing when a long-term goal no longer makes sense. Be the one who speaks up: the planners might lack your perspective.
- Help others understand that there may be different, yet still viable, approaches for achieving a goal.
- Deadlines and mini-goals will serve you equally, as will challenging yourself to set more distant goals.
- Look for ways to help others keep on track with their goals.

SCHOOL

You can manage the long-term challenges that most schools present, but you'll appreciate the short-term, intermediate successes you'll achieve on the way.

- Keep distant academic goals in place; meanwhile, know the specific required steps in advance.
- Take advantage of your natural ability to adapt the specific tactics needed to achieve a long-term goal in your studies.
- Give yourself visual reminders of your ultimate goals: pictures, calendars, charts, and notes to inspire you.
- Give yourself challenges that allow you room for flexibility as needed.

SOCIAL

You can keep the big picture in mind, but you also enjoy spur of the moment ideas.

- You'll keep friends aware of long-term commitments, but you are also flexible when the unexpected arises.
- You're definitely up for some last-minute activities as long as they fit into a more overarching goal.
- You can be a source of strength when things don't go as planned or when things are up in the air due to your ability to maintain focus while adapting to changed circumstances.

APTITUDE AWARENESS

You work best when you have a balance of daily or weekly objectives that help you move toward distant goals. You are likely to recognize when you need to revise a goal because the old one has become unrealistic.

Think of your Timeframe Orientation as how you might approach a triathlon. Some people need to focus on the short-term goal, finishing each section as quickly as possible. First, they focus on the

swim, then on the bicycle ride, and finally on the run to the finish line. Others may think only about the finish line as they swim, bike, and run. Everyone gets to the finish line, but not everyone focuses about how to get there in the same way. It is important to be aware of your range (long, intermediate, or immediate). Knowing your Timeframe Orientation enables you to adapt to the ranges that do not come as naturally to you - and helps you understand others.

You're at your best when you have a distant goal, the finish line, with room for closure - the swim, bike, and run - along the way. You naturally envision goals within one to five years and you are able to put off instant gratification for the bigger picture. You may need a sense of closure in your daily and weekly activities, so goals further than about five years away may frustrate you. If you have too many short-term goals (within a year) to work toward you may lack a sense of purpose.

TIPS FOR SUCCESS

You pair long-term foresight with short-term efficiency. You're a double threat.

- Having a structured plan can be critical for you to achieve immediate or long-range goals.
- Have two or three goals in mind with different time lines so you do not complete them all at once.
- Have a few distant goals to go along with your daily accomplishments.
- Grab unexpected opportunities while also reaching for idealistic or "stretch" goals.
- Look for opportunities that reward flexibility in goal achievement.

EASIER FOR YOU

- Enjoying the process while being motivated by the end result
- Keeping distant goals in mind while adjusting to current circumstances
- Helping to remind others of a goal
- Grabbing unexpected opportunities while staying the course in the face of challenges or obstacles

DIFFICULT FOR YOU

- Working toward a distant goal when the tasks along the way aren't rewarding
- Celebrating achievement of a long-term goal when you don't have a new one in place
- Creating a more distant goal while focused on too many short-term tasks
- Having enough daily and weekly tasks for closure while focusing on a more distant goal

Present Focuser

Present Focused people need goals that can be accomplished in a shorter period of time, so breaking a long-term process into smaller "bites" makes goals doable. They understand the concept and benefits of working toward a distant goal, but they may not have specific plans to get there. The immediacy of present-focused goals (one to twelve months) can be very helpful in jobs demanding quick completion, such as sales.

YOUR RESULTS SHOW:

- What matters to you is the here and now.

- You're happy to concentrate on the work right in front of you, and thoughts of the far future don't distract you.
- You're effective and productive meeting deadlines.
- Switching gears doesn't bother you.
- Your here-and-now mindset might cloud your view of an important distant goal (like a college degree). Take special care to keep your future in sight, and break down long-haul work into shorter-term goals.

Small steps can lead to great places.

IMPACT ON YOUR DAILY LIFE

WORK

You probably work best with deadlines and short-term projects; you can quickly adapt to change.

- When working toward a long-term goal, give yourself deadlines and mini-goals, even if they are not provided in your work setting.
- Celebrating each step toward a long-term goal will help keep you engaged on more extended projects.
- You naturally work best under deadlines.

SCHOOL

Traditional academics might seem like too long a haul, but you can complete a course of study if you break that long-term project down into more manageable, shorter-term steps. Don't let yourself get overwhelmed by the overall challenge.

- Keep a record or chart your progress toward a degree or certification; post it where you can see it to remind you of your progress class-by-class and semester-by-semester.
- Prominently display visual reminders of your ultimate goals: pictures, awards, quotes and notes to inspire you.
- Make your long-term goals broad and general so that you do not feel tied down by specific commitments to yourself or expectations of others.
- Take advantage of academic counseling to help stay focused.
- Independent study options might be particularly rewarding for you.
- Look for ways to make academic goals personally meaningful to you; electives and unusual majors or minors can help you reach a degree or diploma.

SOCIAL

You are probably the one who suggests spur of the moment activities.

- You adapt to change readily and may be able to help others manage their resistance to necessary change.
- You like to live in the moment. You make plans and look forward to them, but are most able to hop onto a plan that looks interesting with only a moment's notice.
- Others are amazed when they see you pull things off at the last minute. They may not understand your resourcefulness and ease with continually assessing present implications.

- You can be a source of strength in the face of unknowns or when immediate, unplanned action is needed.

APTITUDE AWARENESS

You prefer to live day-to-day or in the moment. You usually find it easy to finish a project and move right on to another without concern for the long-term view of things. You like to see results from your efforts right away within days or weeks.

Think of your Timeframe Orientation as how you might approach a triathlon. Some people need to focus on the short-term goal, finishing each section as quickly as possible. First, they focus on the swim, then on the bicycle ride, and finally on the run to the finish line. Others may think only about the finish line as they swim, bike, and run. Everyone gets to the finish line, but not everyone focuses about how to get there in the same way. It is important to be aware of your range (long, intermediate, or immediate). Knowing your Timeframe Orientation enables you to adapt to the ranges that do not come as naturally to you - and helps you understand others.

You're more focused on completing your present assignment than on what completing that assignment will mean in the distant future. You sometimes procrastinate on starting assignments when the deadlines feel far away. You are most focused on the progress toward a goal-such as each section of the triathlon.

This focus guides and determines the end result. Planning far ahead may seem pointless and frustrating to you. You can accomplish distant goals as long as the track you follow to get there is flexible, rather than specific.

TIPS FOR SUCCESS

You're the master of the moment. Attack the short-term with the long-term in mind.

- You'll need long-term goals too. Choose them with purpose, then commit yourself. Get help from others to stay accountable.
- Given your appetite for short-range goals, make sure you divide a long-range project into short-range sections to reach the finish.
- Checking off your accomplishments as you go will keep you moving towards the future.
- Grab new opportunities as they come. You're good at switching gears when you need to.

EASIER FOR YOU

- Grabbing unexpected opportunities
- Adjusting to situations as they arise
- Going from one project to another without being concerned about a long-term view of things
- Being in the moment and enjoying the process
- Accepting uncertainty with respect to future plans or conditions

DIFFICULT FOR YOU

- Doing work on projects that have a longer time frame that you would like
- Pursuing a distant goal if conflicting circumstances or conditions appear

- Juggling multiple goals in varying stages of completion
- Working toward a distant goal when the activities along the way aren't rewarding
- Deciding on a specific goal in the distant future

CAREERS

Journalism, Consulting, Emergency Medicine

Vocabulary

Vocabulary is like a toolbox: the larger it is and the more tools it holds, the easier it is for the owner to do lots of different tasks. They can easily grab the perfect tool for a job. For instance, they have a small hammer to pound a tack, a heavyweight hammer for large nails, or even a sledgehammer for knocking down walls. Others may have a small toolbox with a few tools: one hammer serves to pound tacks and large nails. The person who has a large vocabulary toolbox, with many word choices in it, can use different words with slightly more precise meanings across a variety of situations.

SCIENTIFICALLY SPEAKING

Vocabulary affects how you communicate with others to exchange ideas, express personal opinions, relay information, and learn. Vocabulary isn't actually an innate, natural aptitude, but rather a measure of achievement - acquired with time and experience. We measure it because it can help you make the most of your aptitudes. The more words you know and can use correctly, the more ideas, concepts and situations you can interact with easily. Regardless of your current vocabulary level, you can always increase it. It's entirely up to you.

Masterful

You have a large vocabulary toolbox. You were probably able to communicate and read above your grade level at a young age. You are likely to keep learning because you are in the habit of paying attention to the meanings in words. There are always new interests to explore and new people with whom you can converse. You are able to communicate to wide audiences, but it may be a challenge for you to communicate with people who don't share your large vocabulary.

Those with Masterful vocabulary seem to use fancy words a lot. Sometimes it may seem as though they are showing off, but they might just love words the way others love music. And they seem to enjoy knowing about a variety of different things. Sometimes it's hard to tell what they're talking about. They likely enjoy reading and discussing things they are interested in.

YOUR RESULTS SHOW:

- Your vocabulary is rich and highly developed.
- When you need just the right word, to say exactly what you mean, you have many, many precise choices at your fingertips.
- Your vocabulary is an advantage whenever you want to communicate.
- Be sure to fit your words to your listener's level of understanding to avoid miscommunications.
- You can inspire others to build their own vocabularies.

You're never at a loss for words.

IMPACT ON YOUR DAILY LIFE

WORK

A strong vocabulary is an accomplishment - and a joy. Work that involves writing, publishing, or public speaking will reward your gift for using the right word at the right time.

- Your gift with words lets you adjust when you're speaking to those with a more basic vocabulary. The right word is almost always the one that communicates best, to your actual audience.
- No matter how broad your vocabulary is today, you can continue to improve it by reading widely and talking to others. Keep building!
- Vocabulary can set the stage for both the type of work and level of achievement you attain within a given field.
- You might consider a writing profession, whether you are writing blogs, training materials, reports, curricula, news stories, or books.
- If you can, look for work that involves at least some research. It will put your strong vocabulary to work -- and it might even make it stronger.
- You might find that you become the communicator of ideas or findings in work situations.

SCHOOL

Traditional academic settings are great places to use and build your strong vocabulary, both on general topics and in your specialized area of study.

- Challenge yourself by learning new subjects and writing frequently, even daily.
- Consider courses with instructors that will encourage you to practice different writing styles and learn new technical vocabulary, for example, journalism, history, political science, economics, technology, "hard" sciences.
- Join communication-related extracurricular activities, such as speech, debate, mock UN, student council, journalism, or drama.
- Volunteer to give presentations on areas of knowledge or interest.
- Take advantage of advanced classes; you can probably acquire the knowledge to succeed in them.

SOCIAL

You are likely to enjoy the company of people who have many interests and who love words as much as you do.

- You probably enjoy crossword puzzles or other solitary word games, as well as Scrabble or Words with Friends.
- You are likely to enjoy activities that involve high-level communications, such as book discussion groups, online subject matter chats, or theater arts.
- You will probably enjoy hanging out with people who share your love of knowledge.

APTITUDE AWARENESS

Your highly developed Vocabulary makes it easy for you to find just the right word to express yourself precisely. Your interests are likely to be many and varied.

Vocabulary is like a toolbox: the larger it is and the more tools it holds, the easier it is for the owner to do lots of different tasks. They can easily grab the perfect tool for a job. For instance, they have a small hammer to pound a tack, a heavyweight hammer for large nails, or even a sledgehammer for knocking down walls. Others may have a small toolbox with a few tools: one hammer serves to pound tacks and large nails. The person who has a large vocabulary toolbox, with many word choices in it, can use different words with slightly more precise meanings across a variety of situations.

You have a large vocabulary toolbox. You were probably able to communicate and read above your

grade level at a young age. You are likely to keep learning because you are in the habit of paying attention to the meanings in words. There are always new interests to explore and new people with whom you can converse. You are able to communicate to wide audiences, but it may be a challenge for you to communicate with people who don't share your large vocabulary.

TIPS FOR SUCCESS

You enjoy finding the right word to convey meaning, feeling, and intensity.

- Don't let your broad vocabulary stymie your ability to communicate. Practice boiling thoughts down to their crisp, clear essence.
- You want to be understood. Be sensitive to who's in your audience. Sometimes the best word is the simplest.
- You're great with words. Share that. Find appreciative audiences and outlets by writing and blogging.
- Identify work or communities where your love of words is shared and valued.

EASIER FOR YOU

- Expressing your thoughts, ideas, and feelings precisely
- Helping others express their specific thoughts, ideas, or feelings with the "right" words
- Reading or listening to materials on a variety of topics and levels
- Writing expressively
- Playing word games
- Progressing to success in your chosen field

DIFFICULT FOR YOU

- Noticing when others need extensive explanation or context in your communication
- Using the simplest language at the cost of conveying precise meaning
- Waiting while others search for the "right" word in conversation or discussion
- Extensively explaining things on a simple level in areas where you are knowledgeable

HOBBIES

Voracious readers across books, internet, documentaries, clubs

Accomplished

Those with Accomplished vocabulary probably fish for words occasionally, but can usually figure out meaning from the context or conversation. They tend to enjoy communicating with people with a variety of backgrounds, interests, and knowledge.

YOUR RESULTS SHOW:

- Your current vocabulary makes it easy for you to communicate effectively with people from different backgrounds and with different interests and levels of knowledge.
- You usually understand what you read, and you learn new words as you go with relative ease.

- If you hear a word you don't recognize, you can probably figure out its meaning from the context.

Words work for you.

IMPACT ON YOUR DAILY LIFE

WORK

Your solid vocabulary still leaves you aware that not everyone knows every word. That's an asset when working with others. Be the sensitive communicator.

- No matter how broad your vocabulary is today, you can continue to improve it by reading widely and talking to others. Keep building!
- Join boards or committees for opportunities to express your ideas.
- Communicating with a general audience is likely to bring you success.
- Try to integrate writing or presenting into your daily work.

SCHOOL

Traditional academic settings are great places to use and build your strong vocabulary, both on general topics and in your specialized area of study.

- Consider courses in which you'll write frequently and learn new vocabulary, such as journalism, history, political science, economics, technology, and "hard" sciences.
- Write daily, even when writing isn't required.
- Join communication-related extracurricular activities such as speech, debate, mock UN, student council, journalism, or drama.
- Try getting involved in raising awareness about a cause you care about. It will require you to communicate in influential and convincing ways.
- Seek opportunities to get into advanced level courses in your areas of greatest interest.

SOCIAL

You are likely to enjoy friends who have large vocabularies and a lot of knowledge; you also enjoy those who prefer to use words more sparingly.

- You probably enjoy crossword puzzles or other solitary word games, as well as Scrabble or Words with Friends.
- You are likely to enjoy collaborating on projects and charity events.
- Stretch your word base by playing group word games and charades.
- You will probably enjoy conversing with a variety of friends.

APTITUDE AWARENESS

You enjoy having enough words to help you accomplish what you want to do, but you prefer to use words with which you are familiar and comfortable.

Vocabulary is like a toolbox: the larger it is and the more tools it holds, the easier it is for the owner to do lots of different tasks. They can easily grab the perfect tool for a job. For instance, they have a small

hammer to pound a tack, a heavyweight hammer for large nails, or even a sledgehammer for knocking down walls. Others may have a small toolbox with a few tools: one hammer serves to pound tacks and large nails. The person who has a large vocabulary toolbox, with many word choices in it, can use different words with slightly more precise meanings across a variety of situations.

You like acquiring new vocabulary tools and being well educated. You're likely to keep learning new things in career or educational settings. You're able to communicate with people of a variety of backgrounds, whether technical, artistic, or political. You occasionally fish for the right word in a situation.

TIPS FOR SUCCESS

You're able to communicate with a variety of people. Keep building your vocabulary.

- Try keeping a journal of new words and look for opportunities to use your favorites. Rule of thumb: practice a new word seven times, and you will "own" it.
- Read and learn about subjects of interest to you. Take time to look up new words and terms in a dictionary.
- Look up words to get their precise meaning.
- Write about things of interest to you whenever you get the chance. Record your ideas and opinions on various topics.
- Try playing "Words with Friends" or similar games online.
- Blogging or participating in online discussion forums can help you practice choosing the best word to convey your opinions and experiences.

EASIER FOR YOU

- Inviting new people into your circle with easy language
- Noticing when others are fishing for words
- Communicating with a variety of people
- Noticing when others are using words above the knowledge level of the audience

DIFFICULT FOR YOU

- Finding just the right word when talking or writing about things with which you are not familiar
- Extensively explaining things on a basic level in areas where you are knowledgeable
- Comprehending complex material about unfamiliar subjects
- Finding words sometimes to explain complex ideas or feelings

Solid

You enjoy having just enough vocabulary tools in your toolbox. You are probably most comfortable communicating about subjects in which you have a great deal of interest and experience. Communicating in areas that are new or unfamiliar to you is a challenge. You might find yourself fishing for words in those situations.

Those with Solid vocabulary prefer to communicate at an in-depth level in fields with which they're most familiar.

YOUR RESULTS SHOW:

- You're comfortable using the vocabulary you hear every day.
- You might know more words from a specialized field or interest you enjoy regularly.
- You can add more general vocabulary by exploring new topics.
- You might need to look up new words as you run across them.
- When you're ready to add more words, they'll be waiting.

IMPACT ON YOUR DAILY LIFE

WORK

Your vocabulary is probably strongest in areas that interest you. If you can, look for work that involves these interests: you'll get more chances to use your specialized vocabulary, and it could be a basis for building a broader command of the language.

- No matter how broad your vocabulary is today, you can continue to improve it by reading widely and talking to others. Keep building!
- You might enjoy working with young people as a teacher, mentor, or caregiver.
- You will best be served in a field that is specific to your knowledge and interests.

SCHOOL

Traditional academic settings are great places to build and improve your vocabulary, both generally and in your specialized area of study.

- Writing is a good way to build your word toolbox. Try using an online dictionary or thesaurus.
- When you don't know the meaning of a word, look it up and take notes.
- Broaden your vocabulary outside of your inner circle to help you grasp assignments and new material more quickly.
- Read things you're interested in; you might enjoy magazines, blogs, or discussion boards.

SOCIAL

You are likely to enjoy friends who share your interests.

- You will enjoy hanging out with others who share your interests and experiences.
- You are likely to enjoy physical activities with friends rather than lengthy conversations, especially about subjects that don't interest you.
- You might enjoy playing Pictionary or online games with friends.
- Playing word search games might be an enjoyable way to play with words.

TIPS FOR SUCCESS

You can communicate about what interests you. But you might enjoy adding more words to your vocabulary.

- Ask questions if you don't understand what someone is explaining.
- When you run across a new word or term, take time to look it up in a dictionary.
- When exploring a new idea, talk it over with your circle of friends with whom you communicate

easily.

- Try subscribing to a "Word for the Day" website or application.
- When you are preparing to make a presentation, practice it several times and look up any unfamiliar terms.

EASIER FOR YOU

- Using words that everyone can understand
- Listening rather than talking when in a conversation about an unfamiliar subject
- Communicating within your own circle of friends and coworkers
- Communicating with others in your areas of interest

DIFFICULT FOR YOU

- Finding precise words when communicating in an area where you are not knowledgeable
- Writing about unfamiliar subjects
- Understanding complicated material about unfamiliar subjects
- Using few words to communicate specific thoughts or feelings

Work Approach

Think of Work Approach as a video camera. When the lens is set on wide angle, the background scenery is part of the picture. You are aware of the work at hand plus all who contribute to it or who will be affected by the results. When the lens is focused part way between wide angle and close-up, the project is clear, but not the background. The people who will be affected by it are not as easy to see, but they will come into the picture later. When the video lens is in close-up mode, only the work itself appears in the picture; the individual's focus is intense on his or her area of expertise.

SCIENTIFICALLY SPEAKING

Work Approach indicates how you're likely to think about and perform work tasks. How you approach your work - any work - tells us something crucial about what work role will make you happiest and most successful. We talk about work roles in relation to whether you're a Generalist (prefer facilitating a group towards a shared goal) or a Specialist (prefer acting as an expert on a topic). Knowing the role you play best on a team can be very important to the success of any project you take on.

Generalist

Generalists are most comfortable and effective with teams, on committees, and in organizations. They understand intuitively how others react and feel. They have the ability to move from job to job as needed. While caring deeply about their work, they always have their eye on what's best for the team.

YOUR RESULTS SHOW:

- You thrive on helping the team succeed.
- Collaborating with other people, especially as a coach or manager, rewards your natural talent for bringing out the best in others.
- You enjoy a group effort toward a common goal, and you're happy to do different jobs to contribute.
- It's shared success that pleases you.

You're any team's lifeblood.

IMPACT ON YOUR DAILY LIFE

WORK

Look for work that rewards your talent for operating within a group. Your ability to perform many jobs on a project, and your focus on the success of the group as a whole, make you a valuable asset.

- You most likely look forward to attending meetings and may want to call ad hoc meetings to address particular issues when you are working in isolation.
- Create opportunities for co-workers to learn from each other.
- Your gift for teamwork, and your comfort working with people, can mean success in management, public service, counseling, or sales.
- You could enjoy directing a group of individuals with differing abilities or views.
- Seek out ways to serve as mediator and arbitrator (even without the job title).

SCHOOL

Academic settings can let you try a broad range of studies, and that will fit your generalist bent. But be deliberate about choosing a single major, too, so you can get the benefit of a focused degree.

- Join clubs where you can regularly exchange opinions and ideas with others and collaborate on how to put those ideas into action.
- Engage in class and study group discussions to gain a variety of viewpoints.
- Prepare thoroughly for study sessions so that you can contribute to the highly interactive exchanges you enjoy.
- Take notes during discussions that include sources for ideas or information so you can follow-up to maintain your interest in the topic(s).
- You may have difficulty moving easily from broadly focused training into a job with a narrow focus. Moving from specialized training to a more general job can be a smoother transition for you.

SOCIAL

Use your life outside school or work to get involved in many different kinds of activities. The variety will inspire you.

- Take speech classes and join groups that practice different communication styles, such as Toastmasters.
- Try community theater or improv.
- Coordinate volunteer group projects.

APTITUDE AWARENESS

You work best on projects that allow you to explore and exchange ideas and viewpoints with others. Think of Work Approach as a video camera. When the lens is set on wide angle, the background scenery is part of the picture. You are aware of the work at hand plus all who contribute to it or who will be affected by the results. When the lens is focused part way between wide angle and close-up, the project is clear, but not the background. The people who will be affected by it are not as easy to see, but they will come into the picture later. When the video lens is in close-up mode, only the work itself appears in the picture; the individual's focus is intense on his or her area of expertise.

As a Generalist, you prefer that the video lens be wide open so that you are aware of everyone involved. You will work best on projects that allow you to bounce ideas off others and exchange viewpoints and ideas. You will enjoy knowing all of the different perspectives, including the ones that differ from your own. It is usually easy for you to adapt your own perspective based on what you learn from others.

TIPS FOR SUCCESS

You are adept at working with other people, and collaborating on a team. Group success drives you.

- Join clubs and social networks.
- Volunteer for committees, panels, or boards.
- Develop your network of contacts now -- parents of friends, teachers, mentors, local business managers -- to expand your opportunities later.
- Develop your public speaking skills and vocabulary to enhance your effectiveness as a collaborator and communicator.
- Learn about body language and nonverbal communication to polish your communication skills.

EASIER FOR YOU

- Collaborating on projects and participating in committees
- Mediating disagreements or helping people with differing opinions understand one another's point of view
- Seeking input from others as you develop an idea or work on a project
- Seeing the value in a viewpoint that's not your own
- Considering alternative viewpoints
- Adjusting your message to different audiences
- Developing general knowledge of a number of different topics.
- Recognizing how differing fields relate, even when they seldom connect directly

DIFFICULT FOR YOU

- Deciding from your sole perspective how to approach your work.
- Working on your own without receiving regular input or feedback from others
- Staying with a topic to research specific details long enough to develop expertise
- Feeling confident to follow a solitary or contrarian line of inquiry, even when the subject matter intrigues you

HOBBIES

Book Club, Intramurals, Pep Club

CAREERS

Operations, Start-Ups, Management

Liaison

Liaisons thrive in any workplace or academic situation where they can use their expertise or specialization while contributing to a group or project. They can relate to the viewpoints of others, but they also have their own unique vision. In a group where most of the workers are Generalists, a Liaison probably appears to be a Specialist. But the reverse is also true: in a group where most of the workers are Specialists, a Liaison probably appears to be a Generalist.

YOUR RESULTS SHOW:

- You have Generalist and Specialist qualities, so you have the potential to lead.
- Your Specialist side craves the expert's deep knowledge and passion for a particular field, and the rewards that individual achievement can bring.
- You provide the crucial, understanding link among Generalist and Specialist colleagues.

You're built to enjoy the best of both worlds. Make sure you do.

IMPACT ON YOUR DAILY LIFE

WORK

You function well within groups and organizations, but make sure you also look for ways to develop - and be recognized for - an expertise.

- Seek out liaison roles; use your particular knowledge to help bridge communication gaps between people or groups who could benefit from each other, but have no existing relationship.
- Make presentations on your findings that lead to Q&A discussions.
- Consider a career in advocacy for social, environmental, or public policy causes.

SCHOOL

Academic settings will fit you well: you can try a broad range of studies and build your general knowledge, but you'll also get to choose a major concentration and develop the expertise that earns a focused degree.

- Share your own viewpoint in class while also learning about others' views.
- Research topics of interest beyond what teachers assign.
- Consider combining majors or academic areas of interest.
- Start clubs on topics of interest or develop existing clubs into new directions.

SOCIAL

Use your life outside work or school to balance your need for variety with your need for the chance to dig deep and master a topic that intrigues you. You can do both.

- Take speech classes and join groups that practice different communication styles, such as Toastmasters.
- Join groups and try to be an advocate or liaison among them.
- Attend conventions and seminars to learn more about your areas of interest while meeting like-minded people.
- Blog or tweet about your interests or join listservs.

APTITUDE AWARENESS

You work best when you have a balance between collaborating with others and focusing on your area of expertise.

Think of Work Approach as a video camera. When the lens is set on wide angle, the background scenery is part of the picture. You are aware of the work at hand plus all who contribute to it or who will be affected by the results. When the lens is focused part way between wide angle and close-up, the project is clear, but not the background. The people who will be affected by it are not as easy to see, but they will come into the picture later. When the video lens is in close-up mode, only the work itself appears in the picture; the individual's focus is intense on his or her area of expertise.

As a Liaison you enjoy work that engages your own interests and allows you to share the results of your work. You'll delve into your area of interest in a project, but then you need to gain the perspective of someone else within your field. You are a great team member when you have a specific role on the team and can share your unique area of expertise. For you, the video camera is focused between wide open and close-up.

TIPS FOR SUCCESS

You're a team player with the passion of the expert. That's a valuable gift. You can bring out the best in everyone.

- Serve on a nominating committee. Your heightened people sense will be valued.
- Field the dream team. You know how to pick 'em.
- Act as a liaison or sounding board to others.
- Volunteer to lead group projects.
- Explore internships that will allow you to develop your expertise early.
- Be sure your area of study/focus is specialized enough to hold your interest.

EASIER FOR YOU

- Completing a project or investigation and then presenting the results to others
- Bringing the results of your work to a supervisor or review board
- Sharing your knowledge
- Bridging communication gaps between individuals or groups
- Functioning as a research bridge between two complementary fields
- Finding multiple resources or authoritative references
- Communicating the results of your research through formal publications or presentations
- Academic programs where you can study the breadth of a subject as well as specialized knowledge or training, such as art history within a humanities program

DIFFICULT FOR YOU

- Sharing work while you're focused on exploring an area of interest
- Working with or mentoring others when you are trying to gain specialized knowledge or skills
- Receiving feedback while you're in the middle of a project
- Publishing or sharing your finished work without input or approval from others

Specialist

Specialists see work as an extension of themselves. They are most comfortable and effective when they can make a contribution from an expert or unique point of view and tend to work best individually or independently. People who spend their lives dedicated to a cause or research are often Specialists.

YOUR RESULTS SHOW:

- You're happiest when digging deep to master a body of knowledge that ignites your passion.
- You strive to be an expert in your field.
- You prefer working independently.
- You want your work to bear your unique handprint.
- You are a born researcher, consultant, or advocate for a cause.

You dig deep on knowledge.

IMPACT ON YOUR DAILY LIFE

WORK

You'll thrive when you can develop a deep expertise on a topic. Look for ways to contribute your knowledge to others, and be recognized for the deep knowledge you've built.

- Let others know they can ask for your expertise. Try the role of consultant.
- You're a natural scholar or researcher. Plan ahead to get the education credentials you'll need to do specialized work professionally.
- Become the expert others seek out for knowledge and expertise.
- Look for opportunities to share your knowledge in the workplace or offer it independently, like on a blog.
- You may thoroughly enjoy public speaking or lobbying for a cause; you have a gift for sharing detailed information.
- Diverse career opportunities include accounting and finance, technical writing, computer programming and systems architecture, engineering, and research.

SCHOOL

Academic settings might force you to try a broader range of studies than you'd naturally choose. Be patient: once you complete basic area requirements, you'll be freer to start building a deep expertise in an area that intrigues you.

- Go beyond the class or work assignments to research more deeply into topics of particular interest.
- Take independent study courses.
- Ask instructors about more formal platforms for sharing your insights such as scholarly publications, classroom presentations, op-ed letters or articles.

SOCIAL

Use your life outside school or work to dig deep and master a topic that inspires you. A hobby or a community cause is a great place to contribute an expertise.

- Write a blog or a listserv to share your expertise with others, even outside your home community.
- Delve into your hobbies; become a collector.
- Join fan clubs and industry-specific trade or professional organizations.
- Seek out others who share your passion; attend conventions where others are just as passionate and knowledgeable as you are.

APTITUDE AWARENESS

You work best when you can focus only on your area of expertise or a subject that you feel passionately about.

Think of Work Approach as a video camera. When the lens is set on wide angle, the background scenery is part of the picture. You are aware of the work at hand plus all who contribute to it or who will be affected by the results. When the lens is focused part way between wide angle and close-up, the project is clear, but not the background. The people who will be affected by it are not as easy to see, but they will come into the picture later. When the video lens is in close-up mode, only the work

itself appears in the picture; the individual's focus is intense on his or her area of expertise.

As a Specialist you prefer to be like the video camera in close-up mode. You need something to grab your attention so you can channel all of your energy into it. You can focus concerted effort without input from others; in fact, you might find input from others distracting. You're very driven and focused when working on something you care about deeply. This makes you a great researcher, teacher, athlete, spokesperson, or advocate.

TIPS FOR SUCCESS

You excel when you're able to dig deep in a field and then contribute as a specialized expert. You want to be valued for the expertise you can share.

- You need opportunities to develop a deep expertise in a field that inspires you. If not at work, then you must find an independent interest to nurture as a hobby.
- Accept that you might be more comfortable working independently. Within a group project, try to find a specific role you can own.
- Try sharing your expertise and experience in blog posts, discussion forums, and letters to the editor.
- Your passion and expertise make you a powerful advocate for a cause. Your informed authority can make a big impact.

EASIER FOR YOU

- Finding specific detailed information about what interests you
- Discovering new information about a topic
- Continually refining your skills
- Developing tools and materials needed to further a cause
- Showing your enthusiasm for a topic
- Being convincing in an area of interest to you
- Communicating with others as the keynote speaker, expert, or specialist

DIFFICULT FOR YOU

- Sharing your work while focused on mastering an area of interest
- Considering how others will receive your work or knowledge
- Evaluating what method for communicating your findings will be most compelling
- Jumping from topic to topic without having time to explore each in depth
- Soliciting excitement from others for a topic of interest to you

HOBBIES

Collecting, Antiquing, Researching, Sorting, Playing a Musical Instrument

CAREERS

Tax Accountant, Personal Injury, Lawyer, Child Psychologist, Electrical Engineer, Radiologic Technician, Specialty Repair Person, Specialist Writer (i.e. Middle East)

Interpersonal Style

Think about how passengers interact on a flight. Some passengers automatically greet their seat mates and easily engage in small talk. Some passengers quietly read or listen to music using headphones and never speak to the people around them. For some, small talk seems to make the flight go by faster, while for others, idle chitchat is uncomfortable or even tiring. Some people get energy from interacting, while others get energy from being alone. No one is completely introverted or extroverted; we all fall somewhere in between. Understanding your natural preference helps you make better choices.

SCIENTIFICALLY SPEAKING

Your Interpersonal Style affects how you initiate interactions and replenish your energy. Do you get energy from being with other people or from spending time by yourself? To some extent everyone does both, but many people have a hard-wired tendency for one over the other. Your tendency influences how you interact with those around you. Some people focus on people and things and tend to be active and action oriented. Others focus on ideas and inner impressions and tend to be more reflective.

Extrovert

Extroverts are sociable and expressive, outwardly focused, communicate by talking and thinking out loud, learn by discussing, and enjoy group work as a way to get energized. They tend to be outgoing, gregarious, enthusiastic, and social. They naturally initiate and sustain interactions that can lead to a broad range of friends and interests.

Extroverts tend to respond quickly when you speak to them because they process their thoughts out loud instead of internally. They seem generally interested in you while getting to know you by asking a range of surface level and personal questions. In fact, they seem to walk away with your life story shortly after you've met them.

YOUR RESULTS SHOW:

- You're sociable and expressive, and outwardly focused.
- You communicate easily by talking, learn by discussing, and enjoy group work as a way to get energized.
- You tend to be outgoing, gregarious, enthusiastic, and social.
- You naturally initiate and sustain interactions that can lead to a broad range of friends and interests.
- You seem genuinely interested in others while getting to know them, and you ask lots of questions, even personal ones.

Bring on the crowd.

IMPACT ON YOUR DAILY LIFE

WORK

Work with others, and seek out teams. Your people skills put you ahead when the job requires selling,

interviewing, or persuading.

- You can adapt to a wide range of positions that bring you into frequent contact with others, including careers in public relations, politics, marketing, law, social work, sales, coaching, customer service, hospitality, and executive recruitment.
- You may find working by yourself unfulfilling. Look for opportunities to work on teams with others.
- Telecommuting might be challenging for you without regularly scheduled conference calls or chat sessions.
- You may have difficulty concentrating on paperwork in a work environment in which new people appear frequently.
- You may prefer communicating with others at your job by talking together rather than through emails.

SCHOOL

School takes place in groups, much of the time. Your people skills make it easier for you to approach your instructors and classmates, and you thrive in the crowd.

- You may do better at a larger school with larger classes.
- Volunteer to take the lead in group projects or events.
- You'll enjoy study groups, but make sure you're getting work done even if the setting feels social. Save time to study alone too.
- Take advantage of opportunities to listen.

SOCIAL

Bring on the party! You'll find pleasure and energy in groups, even outside the organized communities at work or school.

- Enjoy how others often feel a warm connection to you, even soon after you first meet.
- You enjoy meeting new people and developing new relationships as much as you enjoy maintaining existing relationships.
- You're usually the one who asks questions about others, who finds it easy to engage with others, and who expects others to feel the same way.
- Friends and family take priority over much of your life.
- You have many levels of friends, from very long term and intimate, to brief and casual.

APTITUDE AWARENESS

The presence of others energizes you. Getting to know people, catching up with old friends, and just laughing with others seems to lighten your day and bring you inner peace. It's nearly impossible for you not to engage with someone around you, even if it's greeting a stranger in a checkout line.

Think about how passengers interact on a flight. Some passengers automatically greet their seat mates and easily engage in small talk. Some passengers quietly read or listen to music using headphones and never speak to the people around them. For some, small talk seems to make the flight go by faster, while for others, idle chitchat is uncomfortable or even tiring. Some people get energy from interacting, while others get energy from being alone. No one is completely introverted or extroverted; we all fall somewhere in between. Understanding your natural preference helps you make better choices.

Frequent, even if brief, contact with others keeps you energized. You're rarely drained by social interaction. You make friends easily and might find that people readily share information about themselves. You enjoy meeting people and you're not shy about reaching out to people you haven't spoken to before. You likely enjoy keeping in touch with a large number of people; in fact, maintained personal connections give you additional emotional energy. In a large gathering, you enjoy knowing many of the people there and you're invigorated by making connect with everyone else.

TIPS FOR SUCCESS

You gather energy from external events, experiences, and interactions. Seek them out.

- Pay attention to others who are less talkative. Let them get a word in edgewise.
- Your gift of gab is a prize. Use it to break the ice among strangers and start the conversational ball rolling.
- Not everyone interacts with your level of energy. Read cues that others might need more space.

EASIER FOR YOU

- Meeting several new people at once and interacting with them immediately
- Speaking about any topic with anyone at any time in a strong, clear voice
- Acting as a social facilitator. You're great at connecting people whose interests are similar
- Building new relationships without much effort or serious personal investment
- Getting to know information about others
- Thinking out loud
- Politely greeting others

DIFFICULT FOR YOU

- Recharging by yourself
- Being out of the loop from what's going on with others
- Noticing when others want to interject
- Sharing intimate details with others
- Expressing your ideas formally in writing
- Sitting or working for long periods of time alone
- Keeping your thoughts to yourself

Blended Energizer

Blended Energizers balance the traits of introversion and extroversion. They can do well in a group setting and active interaction, but they also need time to recharge their inner batteries. They tend to be flexible in how they communicate with others. They can talk openly about a wide range of topics, but also like to take time to process their thoughts before expressing them.

While Blended Energizers might hold back in a large crowd, they're assertive and easily assume leadership roles if necessary. They may seem guarded in initial introductions, but they quickly open up as others become more familiar to them.

YOUR RESULTS SHOW:

- You balance the traits of introversion and extroversion.
- You can do well in a group setting and with active interaction, but you also need time to recharge your inner battery.
- You can talk openly about a wide range of topics.
- You might hold back in a large crowd, but you're assertive and can easily assume leadership roles.
- You may come across as guarded when you're first introduced to strangers, but you quickly open up as you come to know them.

You're accommodating and flexible.

IMPACT ON YOUR DAILY LIFE

WORK

You'll flourish in work that includes a mix of group and individual activities.

- You may want to consider a career that requires both group and solo work, for example, one that balances individual research and idea promotion.
- You might enjoy positions where you get to develop more long-term relations with others, perhaps where you have repeat customers or are teaching or coaching others.
- Telecommuting might offer a good combination of focused independent work time and team interaction.

SCHOOL

School takes place in groups, much of the time. Your people skills make it easier for you to approach your instructors and classmates, but make sure you escape the crowd with time for yourself too.

- Don't hesitate to raise your hand when you have a question. You're not likely to be the one talking too much, and others will likely appreciate your contribution.
- You can also show you're engaged in class even without raising your hand all the time. Sit up front, come early, and stay after class to ask questions. Visit your teacher during office hours.
- Small study groups can be a fun way for you to find like-minded students.
- A speech class or study group will let you practice your conversation skills.

SOCIAL

Experiment until you find your most comfortable balance between time with friends in a group and time alone. You need both.

- You readily share personal details about yourself; as a consequence, others feel comfortable sharing personal details about themselves with you.
- You're at your best when balancing your attention between personal activities and accommodating others in your life.
- You don't like to go too long without interacting with others; regular, not constant, contact with others is your preference.
- Phone calls and texts feel like interruptions when you are visiting with someone important to you or working on a deadline.

APTITUDE AWARENESS

Although it is easy for you to engage with others, you also need time alone to recharge. You enjoy engaging in conversation in most social settings, but you're likely to gravitate towards people with similar interests.

Think about how passengers interact on a flight. Some passengers automatically greet their seat mates and easily engage in small talk. Some passengers quietly read or listen to music using headphones and never speak to the people around them. For some, small talk seems to make the flight go by faster, while for others, idle chitchat is uncomfortable or even tiring. Some people get energy from interacting, while others get energy from being alone. No one is completely introverted or extroverted; we all fall somewhere in between. Understanding your natural preference helps you make better choices

You can speak to various people about any topic without much challenge, but eventually, you'll find it draining. You easily focus on more than one person at a time and can keep track of multiple conversations simultaneously, yet you prefer to focus on fewer relationships. You notice if someone's drained, overwhelmed, or disinterested by social interaction without feeling the need to "get them out of their shell." You notice when others are trying to interject but can't seem to find the opening in the conversation.

TIPS FOR SUCCESS

You're happy alone; you're happy in groups. You're the glue in any crowd.

- Your energy comes from groups and solitude. Make sure your inner battery stays charged by making time for both.
- You're sensitive to those less outgoing than you. You can be their bridge into the group.
- Use your knack for making all kinds of people comfortable.

EASIER FOR YOU

- Interacting with people you don't know on a personal level yet
- Finding common topics to discuss
- Speaking about topics you haven't previously thought much about
- Reflecting on topics before expressing your opinions
- Inviting others to join a conversation

DIFFICULT FOR YOU

- Interacting with a lot of new people at once
- Being isolated from others for too long
- Interjecting yourself into an existing group
- Handling simultaneous conversations at the same time
- Recharging in the company of others who you are not familiar with

Introvert

Introverts are introspective and quiet, enjoy working alone or one-on-one, and are reflective and private. They require time to themselves to recharge the energy drained by interacting with others, especially strangers. They often prefer observing others to interacting and tend to process thoughts

internally rather than verbally. In large group settings, they often appear shy and reserved because they find it hard to interject into a conversation unless invited. They might seem shy or insecure, they often don't feel the need to share their thoughts with others.

Introverts easily direct their energy toward the inner world of experience and ideas. They might be comfortable with only a few close and deep friendships.

YOUR RESULTS SHOW:

- You are introspective and need time alone to recharge.
- You enjoy being in small groups or by yourself, and may be perceived as reflective and private.
- Interacting with others, especially strangers, can drain you.
- In large groups, you may not feel compelled to share your thoughts with others.
- You draw energy from the inner world of your own ideas and experience.
- You usually have a few close and deep friendships.

You're at your best in a small group.

IMPACT ON YOUR DAILY LIFE

WORK

If you can, choose work that gives you lots of time alone, but make sure you build in regular interaction with others.

- You might find yourself energized by the regular opportunities for independent work.
- Developing concepts or ideas in a small group might be more enjoyable than presenting them to a large group of strangers.
- Telecommuting might offer a good combination of focused independent work time and team interaction.
- You may prefer communicating with others at your job through email rather than talking together.
- If you're confident about a topic and become familiar with your audience, you may find it easier to present it to others.

SCHOOL

Smaller study groups can be more effective for you. Remember, your tendency to examine the study material introspectively and think deeply about it makes you as vital to the group as the person who spontaneously expresses his or her thoughts out loud.

- You can show you're engaged in class even without raising your hand all the time. Sit up front, come early, and stay after class to ask questions. Visit your teacher during office hours.
- Speaking up in class might feel like a challenge, but make yourself try it. Plan a question, and even write it down. The first time is the hardest, and you'll get more comfortable with practice.
- Take smaller classes and minimize classes where grades are based on class participation.
- Join a small study group where you can get to know a few people intimately to keep up with class assignments.
- Try taking a speech class to gain confidence in public speaking.
- You may enjoy online classes.

SOCIAL

You don't need to run with a crowd to be social. Put your energies into the one-on-one friendships that matter to you, and feel confident about protecting your time alone.

- Your instinct to stay quiet in a crowd is nothing to fight. Find the group that appreciates you for the friend you are, even if you're not the big talker.
- A little advance planning can make parties more comfortable. Try going with a buddy or a group.
- Introducing yourself to a group in conversation is not a natural tendency; it takes concerted effort. You prefer just being present and listening.
- You favor making space in your life for a few close friends or colleagues.
- You might consider unscheduled events (e.g., phone calls, texts, office visits) unwelcome interruptions.
- You expect others to respect your personal space when asking questions.
- You'd enjoy communicating more by email or texting than by speaking on the phone.
- When you can, take control over your group interactions. A social event might divide into less and more structured stages: you can choose to come late to the preliminary reception or cocktails, for example, and spend your energy instead on the program or dinner. If you can do it politely, just leave when you're ready.

APTITUDE AWARENESS

Interacting with unfamiliar people requires a level of effort that you find draining. You recharge when you're away from people or not interacting with others.

Think about how passengers interact on a flight. Some passengers automatically greet their seat mates and easily engage in small talk. Some passengers quietly read or listen to music using headphones and never speak to the people around them. For some, small talk seems to make the flight go by faster, while for others, idle chitchat is uncomfortable or even tiring. Some people get energy from interacting, while others get energy from being alone. No one is completely introverted or extroverted; we all fall somewhere in between. Understanding your natural preference helps you make better choices.

You're not one to initiate idle chitchat with strangers. In a large gathering you may feel physically and mentally overwhelmed. Social silence between people does not bother you; in fact, you're quite comfortable with silence. You can sustain a one-on-one conversation for hours. Although you can handle small groups, you prefer one-on-one social interaction. In a large group you tend to single out people similar to you and stick with them, rather than floating around the crowd. You prefer more in-depth contact with others, and tend to focus on a few people at a time. You might enjoy communicating with people by email rather than initiating phone calls.

TIPS FOR SUCCESS

You draw energy from time alone, and you enjoy interaction with others on your own terms.

- People love to talk about themselves. Ask questions to get a conversation going.
- In a group, try to connect with others individually, getting to know one person at a time.
- Attend social gatherings with someone you know.

EASIER FOR YOU

- Interacting with others whom you know well
- Speaking about things you're knowledgeable and enthusiastic about
- Relaxing and recharging by yourself
- Sharing adventures with close friends
- Working uninterrupted for long periods of time
- Writing/expressing your thoughts on paper
- Being alone

DIFFICULT FOR YOU

- Projecting your voice
- Multitasking with people
- Discussing topics you know little about or have little interest in
- Interjecting important information while others are speaking
- Keeping track of multiple conversations simultaneously
- Small talk to fill time
- Talking extensively on the telephone
- Initiating activities with others
- Socializing or working with people for long periods of time without break

Core Drivers

WHAT TYPE OF WORK SPARKS YOUR NATURAL STRENGTHS?

Core Drivers are the aptitudes that can most deeply predict how effective and content you'll be doing a particular type of work, either in a job, in a class, or elsewhere. They are the natural gifts that people feel driven to use, and you'll miss them if you don't put them to work somewhere in your life.

Visual Comparison Speed

Visual Comparison Speed is a measure of visual dexterity that allows you to process written information quickly and accurately.

Numerical Reasoning

Numerical Reasoning affects your ability to process complex mathematical problems logically in your daily life.

Spatial Visualization

Spatial Visualization is the ability to look at a two-dimensional figure and visualize what it would look like expanded into three dimensions.

Sequential Reasoning

Sequential Reasoning is a problem solving ability that allows you to mentally arrange information in logical linear order.

Idea Generation

Idea Generation directly affects whether your thoughts go in several directions at once or whether you follow single ideas more readily.

Inductive Reasoning

Inductive Reasoning influences how you approach gathering information and solving problems: that is, how quickly and intentionally you draw conclusions based on the facts available to you.

Visual Comparison Speed

Think of Visual Comparison Speed like a weather radar scanning a storm front. Sometimes the radar scans quickly so that the storm front seems to pop up on the map all at once. At other times, it scans very slowly, making the storm appear bit-by-bit. Fast or slow, the completed picture shows the same storm. Similarly, some people scan written information and do clerical tasks quickly, while others take more time.

SCIENTIFICALLY SPEAKING

Visual Comparison Speed is a measure of visual dexterity that allows you to process written information quickly and accurately. It affects your quickness at taking in visual information and processing it without digesting or interpreting it. This ability usually isn't a determining factor for most careers but does make reading, scanning visual information, and paperwork easier for those who possess it.

Visual Scanner

Visual Scanners are likely to be the first to finish a word search or find their favorite magazines at the newsstand. They're good at keeping required paperwork, detail, and office organization to a very high level of effectiveness and order. They can read and interpret written symbols such as pictorial signs, numbers, and letters on the highway quickly and accurately. You can recognize Visual Scanners because they're the ones who fill out forms in just a few minutes or notice a typo in a sign while ordering a sandwich.

YOUR RESULTS SHOW:

- You're fast and accurate in scanning detailed documents.
- You catch errors with ease, whether in a page you're proofreading for work or the menu at the lunch counter.
- You don't even need to try: a crooked tile in the floor grabs your eye automatically.
- You're a natural proofreader, and you sail through forms before anyone else.
- Word search puzzles? They never stump you.

No typo hides from you.

IMPACT ON YOUR DAILY LIFE

WORK

Accurate paperwork is essential in any job that involves records, forms, or reports and publications. You won't struggle with this administrative detail.

- You spot errors easily. Not everyone can. You can choose to take on that role or let others catch their own typos.
- If others' paperwork errors bother you, consider whether that kind of accuracy is central to their own jobs. You could always tactfully suggest they try their computer's spellchecker.
- Careers like editing, accounting, or executive administration to put this gift to work.
- You may enjoy work that requires reading detailed materials.

SCHOOL

Academics involves a lot of paperwork. You'll naturally keep yours correct and error-free.

- You'll probably complete the clerical aspects of worksheets, word problems, research, and multiple choice tests more quickly than most.
- Scanning a large volume of printed information, comb indexes or long lists to find detailed information will probably be easy for you.
- You likely have no problem taking thorough notes quickly.
- You are likely to find anomalies easily in microscopic material and other specimens.

SOCIAL

- You easily find what you're looking for in concert programs, newspaper articles, or non-alphabetized lists.
- Friends may rely on you for looking things up or filling out forms.
- You're probably the one others ask to find friends in a crowd.
- You probably enjoy social media, computer or video games, and word search puzzles.
- You're likely to enjoy reading directions or scanning maps to find your way as you travel.

APTITUDE AWARENESS

Your quick visual learning ability gives you a distinct advantage in most visual activities, from reading and doing clerical office work to following highway signs. You may enjoy visually intensive video games and paperwork.

Think of Visual Comparison Speed like a weather radar scanning a storm front. Sometimes the radar scans quickly so that the storm front seems to pop up on the map all at once. At other times, it scans very slowly, making the storm appear bit-by-bit. Fast or slow, the completed picture shows the same storm. Similarly, some people scan written information and do clerical tasks quickly, while others take more time.

Your visual radar moves super fast. Visual scanning tasks like playing video games, reading lengthy articles, identifying a face in a crowd, and finding a name buried in a long document come easily to you. Because of this, you don't need to rely that much on your memory to identify clerical errors or differences in visual information.

TIPS FOR SUCCESS

You're fast and accurate when it comes to managing paperwork.

- Use your visual scanning adeptness to review material quickly without letting typos and other errors slow you down or lead you to disregard the message.
- Value this aptitude. Offer to help where you can save a team time and error, but make sure the project is worthy to you. Your contribution is vital.
- Don't feel you need to re-do the proofreading work that others have done sloppily. It's not always your job just because you're good at it. Recommend they use tools like spellcheckers.

EASIER FOR YOU

- Tests administered in formats like multiple choice, fill-in-the-blank, or matching columns

- Video, computer, and word-seek games
- Processing written information quickly and finding clerical errors
- Filling out forms, even ones unfamiliar to you
- Scanning long lists for a particular name or data point
- Picking out a face in a crowd
- Locating misplaced items

DIFFICULT FOR YOU

- Performing repetitive and routine tasks
- Reading lists, timetables, or other materials without "proofreading" them at the same time
- Waiting for others to take their turns in games based on visual processing speed

HOBBIES

Word Searches, Editing, Yearbook, Secretary in Clubs

List Checker

List Checkers can find a specific item among many without too much trouble. They're not often the first one to complete paperwork or finish a video game, but they're very rarely the last. They're comfortable and effective with a moderate amount of clerical or administrative work.

YOUR RESULTS SHOW:

- Your visual radar catches most glaring errors so long as you don't move too fast.
- You're comfortable managing a moderate amount of administrative work, and you can surely do your share.
- You won't get bogged down on completing forms and paperwork, but it's not your first choice.
- When you're the proofreader, use Spellcheck.

Paperwork? You can handle it.

IMPACT ON YOUR DAILY LIFE

WORK

You don't struggle with paperwork, so feel free to choose just how much of that kind of work you want in a career. A little or a lot: you're set for both.

- Use your gift for clerical tasks to free up time for other kinds of work.
- Occasional breaks when reading or completing paperwork will help you stay focused and accurate.
- If others' paperwork errors bother you, consider whether that kind of accuracy is central to their own jobs. You could always tactfully suggest they try their computer's spellchecker.

SCHOOL

Academics involves a lot of paperwork. With a little effort, you can keep yours correct and error-free.

- Going too fast may lead to errors; it is probably a good idea for you to check your work after taking written tests
- Taking notes in lectures or discussions is likely to be easy for you. However, you might find recording devices to be helpful when you need to take a lot of notes
- You won't struggle when you must comb indexes or long lists to find information.

SOCIAL

- You're good at finding a face in a crowd or a friend's name in a concert program, newspaper article, or non-alphabetized list.
- You probably enjoy computer or video games.
- You may enjoy helping friends or volunteering with visually repetitive tasks, such as stuffing envelopes or attaching labels.
- You may be the "navigator" in your group of friends, reading maps or watching for road signs as you travel.

APTITUDE AWARENESS

You are likely to enjoy reading, visually intensive video games, and completing paperwork, but it may not be your favorite activity.

Think of Visual Comparison Speed like a weather radar scanning a storm front. Sometimes the radar scans quickly so that the storm front seems to pop up on the map all at once. At other times, it scans very slowly, making the storm appear bit-by-bit. Fast or slow, the completed picture shows the same storm. Similarly, some people scan written information and do clerical tasks quickly, while others take more time.

Your visual radar moves at a moderate pace across the screen: neither super fast nor super slow. For you, video games or paperwork might be enjoyable to the extent that the completed task is rewarding, but it's not something you want to do all day.

TIPS FOR SUCCESS

You're accurate with paperwork when you take your time. Be methodical and stay on top of it.

- Double-check your written work and use tools like spellcheckers when you can.
- When a project really matters, take extra time for proofreading and even call in a second set of eyes.
- Clarify assignment expectations and give yourself adequate time to read instructions.

EASIER FOR YOU

- Written tests
- Mastering video and computer games
- Working steadily through tasks such as filing, proofreading, inspecting, and checking numbers
- Entering data
- Filling out forms in a reasonable amount of time without exhaustion

DIFFICULT FOR YOU

- Entering a lot of data for a sustained period of time
- Writing quickly without having sufficient time to proofread
- Moving slowly through slide presentations such as Microsoft PowerPoint or Apple's Keynote
- Reviewing multiple spreadsheets or lines of computer code to find anomalies or specific data strings

Double Checker

Double Checkers need to be deliberate in scanning information. They take a while to process paperwork, but are accurate if they have enough time. When scanning for someone in a crowd or searching for an item in lists or grocery aisles, they tend to rely more on memory, familiarity with the surroundings, or visual cues such as color, size, placement, or shape.

APTITUDE AWARENESS

Paperwork or video games are probably more tedious than enjoyable to you and you may need extra time to complete clerical tasks. You may tend to lose things, like car keys and cellphones more easily than others.

Think of Visual Comparison Speed like a weather radar scanning a storm front. Sometimes the radar scans quickly so that the storm front seems to pop up on the map all at once. At other times, it scans very slowly, making the storm appear bit-by-bit. Fast or slow, the completed picture shows the same storm. Similarly, some people scan written information and do clerical tasks quickly, while others take more time.

Your visual radar moves slowly and deliberately. You probably find clerical work or video games tedious, draining, and boring. You can find fulfillment in the completed product or game, but are more likely to enjoy fields of work or study that are more hands-on, interactive, or auditory.

YOUR RESULTS SHOW:

- You need time to handle paperwork accurately.
- You can scan visual symbols and spot discrepancies and errors, but it's work for you.
- Call in the crack proofreaders when a big document's got to be right.
- You're happy to call Spellcheck a friend.

Take your time; get it right.

IMPACT ON YOUR LIFE

WORK

You're likely to enjoy work that does not involve a lot of detailed clerical tasks.

- Remember that applying for a job and then training for it might involve more paperwork tasks than doing the job once you start. Be patient and build in extra time for proofreading and spellchecking.
- Frequent breaks when you're doing data entry or other clerical tasks will help you stay focused and accurate when you have administrative paperwork.
- You may prefer hands-on tasks rather than reading or doing paperwork.

- Get help with your paperwork. Ask a friend or co-worker to double-check your proofreading, or delegate those tasks to another if you can.

SCHOOL

Academics involves a lot of paperwork. Make a deliberate effort to keep yours correct and error-free.

- You'll probably prefer classes that involve listening or interactive tasks because they provide breaks from the visual scanning needed for reading and written work.
- Recording devices might be helpful when you need to take a lot of notes.
- Always, always proofread your work. Don't count on automatically catching mistakes.
- Make regular use of proofreading tools like computer spellcheckers and grammar correctors. Finish papers early so you have time to proofread, and even ask a friend to double-check your work.
- You may want extra time to complete worksheets or multiple choice tests.
- Organizing your notes before taking a test can be useful for you.

SOCIAL

- You probably enjoy helping friends with hands-on projects, such as building or repairs.
- You're more likely to enjoy playing sports than reading about them.
- You're likely to prefer connecting with friends by phone instead of email, text, or online.
- You may have more fun with cooking classes that allow you to practice new culinary techniques than with reading recipes in cookbooks.

TIPS FOR SUCCESS

Paperwork can be a drag for you. But don't let it block you from achieving your goals.

- Double-check your written work, including tests and reports, and use tools like spellcheckers to make clerical tasks easier.
- Don't rush through a set of written instructions. Read them aloud if you can.
- Value accuracy even if it takes extra effort. Little errors can matter. Like the difference between "Let's eat Grandma" and "Let's eat, Grandma." That one comma saved a life.
- It might be hard to take accurate notes throughout a long lecture or meeting. Try recording what's said so you can review it later.

Easier for you

- Using apps on smartphones and other devices to aid in clerical tasks like keeping appointments
- Being precise in filling out forms when you have enough time to read and understand what is required
- Absorbing material through audio books rather than paper or electronic ones

Difficult for you

- Completing paperwork rapidly
- Quickly absorbing information from print or computer screen
- Catching clerical errors with the first sweep
- Filling out large amounts of paperwork

Numerical Reasoning

Think about how you might participate in a political campaign. Some people predict probable outcomes based on voting patterns. Some use defined formulas to determine the best actions to take. Others prefer to talk to people and gather signatures. To understand your own Numerical Reasoning, consider which of these campaign roles would make you most comfortable.

SCIENTIFICALLY SPEAKING

Numerical Reasoning affects your ability to process complex mathematical problems logically in your daily life. It measures your ability to recall miscellaneous facts and data and use numerical information to solve problems and make decisions. It also allows you to quickly and accurately identify complex trends and relationships among numbers without intentionally searching for a connection among them.

Numerical Detective

Numerical Detectives are fascinated by trends in numbers and generally enjoy number games as well as puzzles. Their unique ability allows them to translate information into numbers in order to process information quickly. Numerical Reasoning helps them remember all sorts of facts from different sources to help them in day-to-day tasks.

YOUR RESULTS SHOW:

- You're quick to spot patterns among numbers.
- You're adept at identifying trends in statistics or financial data. We count on people like you to unlock the story hidden in the numbers.
- Give you a numerical puzzle to solve or a code to crack, and you're in your element.
- You can project trends and patterns forward, and that lets you build strategies for the future based on the past.
- Weather forecasts and economic predictions depend on this knack.

You can read inside the data.

IMPACT ON YOU LIFE

WORK

You're a born analyst. Seek work that demands your knack for spotting trends in data, like economic forecasting or statistics.

- Look for opportunities to analyze numbers; crunching numbers will bore rather than challenge you.
- Search out roles that allow you to develop your own formulas or apply your number discoveries in unique ways.
- If you're interested in accounting, consider roles-such as auditing-which will engage your natural inclination for detecting anomalies.
- Number analysis need not be in your job description, but you might enjoy it as a regular part of your workweek.

- You're likely to be comfortable working in financial, accounting and auditing, or research and development that focuses on mathematical modeling.

SCHOOL

You can spot patterns among numbers, and that's a decisive advantage in fields that analyze and interpret data.

- Take a statistics course. It will reward your gift for number analysis, and it's a necessary tool for many quantitative careers.
- Look for opportunities to superimpose economic, financial, or numerical analysis onto lessons you are currently learning.
- Consider technically oriented fields of study with a scientific, engineering oriented foundation.

SOCIAL

- Try playing Sudoku or logic games to unwind.
- Join a chess group, or learn to play bridge.
- Word puzzles should be a pleasure too. Try crosswords and acrostics.
- You probably enjoy movies or novels with a heavy dose of mystery, espionage, suspense, and intrigue.
- Code-breaking naturals like you have changed history. Read up on the contributions of wartime intelligence units, like the U-Boat code-breakers at England's Bletchley Park.

APTITUDE AWARENESS

Your Numerical Reasoning ability makes it easy for you to recognize trends in numerical information. You may not enjoy crunching numbers if there isn't a puzzle to solve or a code to break. Think of yourself as a numerical detective. When numerical information is presented to you, you view it as clues which can reveal the mystery or issue surrounding a logical solution or conclusion.

Think about how you might participate in a political campaign. Some people predict probable outcomes based on voting patterns. Some use defined formulas to determine the best actions to take. Others prefer to talk to people and gather signatures. To understand your own Numerical Reasoning, consider which of these campaign roles would make you most comfortable.

On a political campaign you fit right in with the statisticians in the backroom poring over the pre-election surveys and comparing them with demographic patterns. Think of broadcasts reporting election returns. The on-screen statisticians show us how votes translated into numbers are shaping an election. You excel at uncovering numerical patterns and may engage in code breaking, as with cryptograms, just for fun. You may enjoy working with others on decoding or problem solving by recognizing what the numbers tell you.

TIPS FOR SUCCESS

Numbers don't puzzle you. You see the pattern in the data.

- Explore unconventional ways to apply analytical tools to data sets.
- Take advantage of your ability to think outside the box with numbers.
- Explore new analytic tools. They can supercharge this ability.

EASIER FOR YOU

- Analyzing numerical information and using advanced techniques to identify patterns quickly
- Conducting actuarial analysis for insurance corporations
- Applying accepted formulas in new ways
- Interpreting information from a spreadsheet, budget report, or complex dataset
- Identifying cyclical behavior in measurements that describe natural or manmade events such as weather patterns or economics

DIFFICULT FOR YOU

- Ignoring numerical patterns
- Applying formulas without analyzing them to understand how they were derived
- Listening to others interpret numerical information and being patient with them
- Processing and trusting information declared as authoritative without receiving numerical data as evidence
- Simple number crunching
- Applying numerical information after the analysis

HOBBIES

Sudoku, Puzzles

CAREERS

Finance, Statistics, Marketing, Research, Many Scientific Fields

Predictor

Predictors may relax by solving number games or puzzles, but they aren't likely to devote excessive time to them. They may enjoy uncovering a pattern when they know one is present, but won't devote excessive effort without a clearly defined goal. They often get satisfaction from the process of puzzle solving due to the acute level of focus involved. They find this ability useful in roles that require instant access to facts and information.

YOUR RESULTS SHOW:

- You have a solid ability to spot patterns among numbers.
- You can analyze data, especially if you know what to look for.
- You enjoy trend-spotting most when it's not an end in itself.
- You consider your number knack a tool for reaching some other, clearly defined goal.
- Numbers work for you.

IMPACT ON YOUR DAILY LIFE

WORK

You can handle number trend analysis, but try to choose work where that's more of a tool to achieve

other goals.

- You may prefer focusing on the implication and application of findings derived from numerical and trend analysis than by performing the actual analysis itself.
- Take charge of your path: try to choose whether numbers need to be central to your career. You can take them or leave them.

SCHOOL

You can spot patterns among numbers, and that's a decisive advantage in fields that analyze and interpret data.

- Take basic Statistics. It will reward your gift for number analysis, and it's a necessary tool for many quantitative careers.
- You might enjoy chemistry or algebra where there are a variety of formulas at play.
- Technically oriented fields of study with a scientific, engineering oriented foundation may be an option.

SOCIAL

- You might enjoy following, reviewing, or discussing performance statistics in sports or nutritional and exercise data.
- You might unwind with a novel or memoir that explores historical patterns like fashion fads, musical trends, or social movements.
- You participate in playing games with numbers, but are probably not drawn to them exclusively.
- You probably include non-numerical activities among your recreational pursuits.

APTITUDE AWARENESS

You probably enjoy looking for patterns in numbers but don't automatically do so. You have a solid grasp of trends in numbers after they are pointed out and explained.

Think about how you might participate in a political campaign. Some people predict probable outcomes based on voting patterns. Some use defined formulas to determine the best actions to take. Others prefer to talk to people and gather signatures. To understand your own Numerical Reasoning, consider which of these campaign roles would make you most comfortable.

On a political campaign you'd probably prefer to set up a grid pattern to reach as many people in the proper voting districts as possible. You strike a balance between analyzing numbers when that is called for and applying existing formulas when that is more appropriate. You're the person who uses the formulas to direct the action.

TIPS FOR SUCCESS

You're able to use numerical information to solve problems and make decisions based on the quantified data.

- Consider integrating data analysis as a regular tool for your problem-solving.
- Make sure numbers somehow supplement and support your other activities, even if only occasionally or indirectly.
- If you work in data analysis, do some research on the project to give you a broader frame of reference and comprehension of any underlying assumptions.

EASIER FOR YOU

- Applying numerical formulas
- Choosing an appropriate formula to analyze a situation
- Crunching numbers according to a prescribed methodology, such as generally accepted accounting principles (GAAP)
- Reading well-designed graphs
- Predicting performance based on quantitative models developed by others

DIFFICULT FOR YOU

- Decoding patterns in numerical information without serious understanding
- Analyzing numbers for extended periods of time
- Creating complex estimates for a project
- Reviewing presentations or reports with large, uncorrelated data sets

Number Neutral

Number Neutrals are good at applying existing formulas they use on a regular basis. They are most comfortable using formulas that they have repeatedly applied and have little interest in the theory or process behind the development of formulas.

YOUR RESULTS SHOW:

- Number puzzles don't excite you, and we doubt you seek them out.
- When you need to make sense of piles of data, you'd rather use a given formula than come up with a new one on your own.
- You're likely to use a few formulas regularly and repeatedly: there's no appeal for you in re-cracking a code.

It's the answer, not the process, that counts.

IMPACT ON YOUR DAILY LIFE

WORK

You'll tend to reach for known formulas to handle number patterns, so choose work that provides those resources and the time to use them.

- Take advantage of resources that do the number analysis for you, then focus on evaluating causes and implications.
- Careers that allow you to refer to statistics will be more rewarding than careers that require you to analyze data.
- Explore careers that require understanding recorded or observed information contextually rather than through numbers.

SCHOOL

You can manage any required basic classes on statistics or quantitative analysis, but take extra time to learn the formulas and practice using them.

- Consider math courses that are designed with another, broader field in mind, like business math. Shore up your analytic skills in a context that inspires you.
- Consider classes like political science or communications that use quantitative analysis as an adjunct to qualitative analysis.
- You are likely to benefit from a tutor or strong study support system for upper and middle level math classes.

SOCIAL

Number puzzles might seem like artificial jumping-through-hoops. Don't worry. You don't need them to enjoy life outside work or school.

- Suggest games that don't involve number mysteries. Learn card games without complicated point systems.
- You might have more fun with books and movies that rely on straightforward plots and character development.
- You might enjoy word games more than numerical puzzles.

APTITUDE AWARENESS

You like to work with formulas, but you probably don't focus on trends and patterns in numerical data.

Think about how you might participate in a political campaign. Some people predict probable outcomes based on voting patterns. Some use defined formulas to determine the best actions to take. Others prefer to talk to people and gather signatures. To understand your own Numerical Reasoning, consider which of these campaign roles would make you most comfortable.

On a political campaign you are the voter grabber, the "feet-on-the-ground" person who gets the signatures. You are not interested in calculating trends, but prefer a clear representation of what is needed.

TIPS FOR SUCCESS

Finding meaning in numerical data isn't your idea of fun. But you can work around that.

- Give yourself extra time to learn and understand mathematical formulas.
- Once the trend's identified, jump in and apply what you know.
- Focus on understanding the effects of number trends. Don't count yourself out: spotting the trend's just a first step.
- Work with teams to gain better understanding

EASIER FOR YOU

- Processing physical reactions rather than data
- Reviewing the effects of numerical trends rather than the data itself
- Applying common formulas in accepted ways
- Entering data

DIFFICULT FOR YOU

- Seeing new trends in unfamiliar numerical information
- Analyzing numerical data

- Estimating for projects
- Solving complex mathematical problems quickly
- Applying trends data

Spatial Visualization

How you organize furniture on a moving truck or pack camping gear in your car may indicate your Spatial Visualization type. Sorting, stacking, rotating, and reorganizing objects require you to mentally visualize items in three dimensions. Some people can quickly and easily visualize how the items can fit in the available space.

SCIENTIFICALLY SPEAKING

Spatial Visualization is the ability to look at a two-dimensional figure and visualize what it would look like expanded into three dimensions. The ease with which you mentally arrange objects and space indicates how likely you are to interact with ideas and abstract processes in your daily thinking. It affects how you organize both the physical world around you and the non-physical world of ideas and abstractions. If you tend to think this way, you'll feel incomplete without some project that lets you work in concrete space toward a tangible result.

3D Visualizer

3D Visualizers can use 2D representations of the world, like maps or blueprints, to create 3D models in their minds and are sometimes called structural thinkers. They are usually adept at adjusting these models as more information becomes available. They have a distinct advantage over others when projects require reorganization or physical placement. Their ability to visualize spatially allows them to understand blueprints, drawings, and maps easily and without having to rotate them physically. They can visualize how objects would most effectively be organized in a given space. Often they process information by drawing diagrams to understand new concepts quickly; pictures, tables, and figures clarify information for them better than written text does. They like to work with and think about real things such as tools, products, or buildings.

YOUR RESULTS SHOW:

- You have the ability to visualize in 3D and to rotate a solid object in your mind.
- You're a natural for work with concrete objects placed in physical space, like architecture, engineering, carpentry, and sculpture.
- We bet you're happiest doing projects that produce a tangible outcome.
- You have an advantage in work like interior design, dance choreography, and crime scene reconstruction.
- The one thing you shouldn't do is ignore this aptitude: you'll seriously miss it if you do.

You have a knack for imagining things in 3D.

IMPACT ON YOUR DAILY LIFE

WORK

If you can, make absolutely sure you find work that uses your special talent for handling concrete objects in physical space. You'll excel at those jobs, and they'll make work more satisfying.

- You'll be most satisfied working in the world of structures where the work involves physical representations or manipulating objects versus the world of ideas alone.

- Remember your bent towards practical, concrete results, and try to avoid purely abstract projects.
- You naturally think in 3D terms, creating parts or layers to every aspect of your work.
- Consider exploring careers that will fulfill your need for visual expression.
- Strong visualization skills are a benefit in engineering, architecture, medicine, applied health or physical sciences and interior or landscape design to name a few.
- You might enjoy choreography or fields like landscape or lighting design, art design in TV or film, cheerleading or synchronized swimming. Trying coaching a sports team, put your spatial gift to work creating plays.

SCHOOL

Your Spatial Visualization will help you when studying a broad range of subjects, like architecture, patent law, civil engineering, archaeology, or many others.

- You may find that you excel in classes like biology, physics, and design because you can mentally picture how things and systems work.
- You may enjoy learning in labs and hands-on classes more than formal lectures and group work sessions.
- You'll have an advantage in classes that require advanced spatial ability like trigonometry, calculus, and architecture.
- You can use modeling as a way to understand civics class; for example, try charting migration patterns and transportation flow.
- When studying history, you may prefer to focus on strategy, mechanics, and pattern flow rather than politics or philosophy.

SOCIAL

Life outside work or school might be where you can most enjoy your knack with concrete objects and physical space.

- You likely enjoy hobbies that are artistic and hands-on in nature. Try volunteering to help build the set for a community theater, or do your own home improvement and repair.
- You probably enjoy re-arranging your furniture, and packing the car for a family trip won't faze you.
- Volunteer for community projects that make a concrete impact, like building or repairing homes for the elderly, or planting a community garden.
- Try video and computer games that let you construct and manipulate imaginary worlds, or simulate past or future cities.

APTITUDE AWARENESS

Your Spatial Visualization ability makes it easy to organize and view your world as a 3D model. You may be able to retrieve books, a specific quotation, or objects quickly, even from a crowded space, because you "see" their location in your mind. People around you may comment that you're "very visual." You like to work and think about physical objects. You are good at using tools, machinery or equipment.

How you organize furniture on a moving truck or pack camping gear in your car may indicate your Spatial Visualization type. Sorting, stacking, rotating, and reorganizing objects require you to mentally visualize items in three dimensions. Some people can quickly and easily visualize how the items can fit in the available space.

When packing your vehicle, you prefer to pack in a way that uses all the space. You may position everything in the order that makes unloading easy and pack key items you may need where you'll have immediate access to them. You generally handle new information well as long as it doesn't distract from the project you were originally asked to create or from the situation you are in at the moment. You may enjoy learning how mechanical, biological, and natural systems function: for example, a bicycle, digestive system, or ecosystem.

TIPS FOR SUCCESS

Visualizing facts and ideas in three dimensions is a second language for you.

- This aptitude's also an appetite. Make sure you find ways to feed it, if not at work then elsewhere. Find a hobby. Or volunteer: your community can use your gift.
- Use your spatial gift even when you're not working with space. Create diagrams or other visual representations of complex stories or plans.
- Packing and organizing efficiently is second nature to you. Take our advice: when it comes to family vacations, just pack the car yourself.
- Set up that garage workshop. Outfit that corner craft table. Choose an outlet: you have the gift, now have the fun.

EASIER FOR YOU

- Designing theater sets or museum displays, installing art collections, and choreographing dances for different size groups
- Developing playbooks and coaching athletic teams in route patterns
- Playing interactive video games and solving a Rubik's Cube
- Adapting existing buildings or landscapes for new uses
- Creating computer-assisted drawings and presentations
- Reconstructing traffic accidents or crime scenes

DIFFICULT FOR YOU

- Following the plot of a story that lacks imagery or a movie that has not been well edited for scene cuts
- Promoting your ideas without using visual language or props
- Counseling others
- Using nontechnical language during meetings
- Acknowledging that others might not understand you

HOBBIES

Legos or K'nex, Building things without instructions, Origami, Photography, Design, Analyzing Sports Plays

CAREERS

Architecture, Medicine, Engineering, Construction, Chef, Physical Therapy, Interior Design, Photography, and many of the Arts

Space Planner

Space Planners are comfortable reading maps, blueprints, or diagrams. They can usually visualize how objects would most effectively be organized in a given space. They retain new information presented visually via pictures, tables or graphs.

YOUR RESULTS SHOW:

- You're comfortable visualizing in 3D.
- You can envision the completed house just by reading the blueprints.
- You can usually visualize how objects best fit in a room or a car trunk.
- You're equally comfortable with topics that aren't visually based, like philosophy.
- You're able to explain concepts without needing to use visual diagrams.

Use visual images or leave them: you have your choice.

IMPACT ON YOUR DAILY LIFE

WORK

Your comfort with concrete objects gives you a leg up when work involves spatial planning, and you can help others make sense of 3D models and diagrams.

- Remember your bent towards practical, concrete results. While you are comfortable working with abstract ideas, you may lose interest in a project if you don't see a practical application for the idea.
- You have an ability for explaining information presented visually to those who find diagrams or models difficult to understand.

SCHOOL

You are likely to enjoy fields such as physical therapy, carpentry, or mechanics where spatial ability is one tool among others you use to achieve a goal.

- You're likely to enjoy lab and shop work as much as lectures and group work.
- You may readily grasp the graphical representation used in statistics or economics conceptualizations.
- You'll probably enjoy algebra and trigonometry more than calculus.
- You can use drawings to understand science classes like physics, meteorology, or geology.

SOCIAL

Life outside work or school might be where you can most enjoy your knack with concrete objects and physical space. But you'll fill your time with other pursuits too.

- You're just as likely to visit an art museum, listen to live music, or watch a sporting event as you are to participate in a political or social discussion.
- You value entertainment that utilizes special effects as well as a strong plot line.
- You'll have no problem arranging and re-arranging the furniture in your home. Packing the car for a family trip won't faze you.

APTITUDE AWARENESS

You're very capable at explaining 3D designs to others but aren't likely to use 3D modeling to explain a project. You are likely to be a bit more comfortable dealing with abstract ideas expressed verbally than with those expressed in visual diagrams.

How you organize furniture on a moving truck or pack camping gear in your car may indicate your Spatial Visualization type. Sorting, stacking, rotating, and reorganizing objects require you to mentally visualize items in three dimensions. Some people can quickly and easily visualize how the items can fit in the available space.

When packing your vehicle, you may need to rotate items even after they're loaded. You might spend extra time moving items about in the space and repacking them. While you can mentally visualize information, mentally manipulating or rotating it may prove tiresome for you. You have the unique ability to explain plans to others; consider how you can use this ability to increase the effectiveness of a team. For example, you may excel at interpreting information between the programming (technical) and marketing (business) staff of a software firm. You probably like rearranging space if given time but wouldn't necessarily want to design it or build it.

TIPS FOR SUCCESS

You're comfortable thinking in spatial terms. This ability can work for you everywhere.

- You might enjoy the planning it takes to make space work best. Pair your own ability with organizing tools and systems.
- You are able to read visual diagrams and plans, but your talent lies in explaining them to others who interpret their meaning.
- Give yourself time when a 3D model is especially complex.
- Set up that garage workshop. Outfit that corner craft table. Choose an outlet: you have the gift, now have the fun.

EASIER FOR YOU

- Following a pattern for quilting, sewing, or assembling furniture
- Coordinating a large planned event, such as a wedding or conference
- Decorating a school carnival or setting up for a play
- Reviewing artistic shows
- Installing a set of cabinets or appliances
- Explaining spatial concepts in non-spatial terms

DIFFICULT FOR YOU

- Judging if a given object will fit into a particular space without first measuring
- Taking something apart for the first time and easily rebuilding it
- Visualizing the placement of furniture in a room where you are not located

Abstract Thinker

Abstract Thinkers are pulled toward abstract roles such as counseling, teaching, law, literature or the political process. Abstract concepts involving ideas, relationships and feelings are within easy grasp. They feel less comfortable with new technology or information if mastering it requires the use of

images. When dealing with physical structures, they tend to be impressed by the fine details rather than the overall design.

YOUR RESULTS SHOW:

- You don't naturally spend much time thinking about visually based ideas.
- When you do pay attention to physical structures, we bet you're more interested in surface details than in the overall design.
- You prefer abstract ways of interacting with your ideas.
- You might rather think about art, literature, philosophy, or law, for example, and not imagining how an object looks in 3D.

You think about ideas without needing mental images.

IMPACT ON YOUR DAILY LIFE

WORK

If you can, choose work that does not depend heavily on you handling or arranging concrete objects.

- Explore careers in fields that deal less with spatial work and more with abstract ideas such as law, finance, politics, history, or public policy.
- You may find that you enjoy counseling, psychology, sociology, or special education.

SCHOOL

You appreciate drawings and charts, but rarely choose them as your first tool for learning or communicating.

- You will likely prefer business math and statistics over physics and calculus.
- You'll prefer lectures and group projects over shop and lab work.
- When required to use a 3D model in your studies, allow yourself time to fully grasp its underlying premise.
- Quantifiable amounts or numbers are symbols for you rather than proportions.

SOCIAL

You probably won't seek out chances to work with concrete objects and physical space, outside the obligations of school or your job.

- Help a map make more sense by looking for landmarks. Don't be afraid to ask for directions. And use your GPS!
- You may enjoy events that include debate, lectures, or verbal presentations.

APTITUDE AWARENESS

You're at ease with ideas but prefer not to describe them in 3D terms. For you a design is just a piece of the process, a step on the way to achieving a final goal. For example, you do not worry about the overall design and layout of a park, but will worry that the park needs to be built by a certain date. As long as the park fulfills the agreed upon objective, the location of trees and flowering beds relative to one another is not a big concern to you.

How you organize furniture on a moving truck or pack camping gear in your car may indicate your Spatial Visualization type. Sorting, stacking, rotating, and reorganizing objects require you to mentally visualize items in three dimensions. Some people can quickly and easily visualize how the items can fit in the available space.

When packing your vehicle, you may need to rotate items even after they're loaded. You may overestimate how much stuff you can possibly load or order a truck that was too large or too small. You may prefer approaching a spatial configuration task "such as moving your office or household" by using lists, measuring container dimensions, and numbering boxes before you begin to pack. Knowing the exact number of boxes that can fit into a given space will help you achieve packing in a systematic and object-oriented way. You probably like rearranging space if given time but wouldn't necessarily want to design it or build it.

TIPS FOR SUCCESS

You tend to think in non-spatial terms. Find others with that gift when the job demands it.

- Give yourself extra time whenever you have to use plans or diagrams. Ask for verbal explanations.
- Avoid last-minute assembly projects. Just take our word for this: don't wait till midnight on Christmas Eve to assemble that bike.
- You learn more easily by doing than by watching.
- If your living or work space is tight, try store-bought organizers to get it under control.

EASIER FOR YOU

- Reading about history, philosophy, or social studies
- Promoting social causes
- Counseling friends
- Observing the body language of others
- Learning about emotional motivations

DIFFICULT FOR YOU

- Decorating a space without taking careful measurements
- Interpreting plans, blueprints, or maps without seeing the actual space
- Judging distance
- Assembling toys or furniture without written instructions to accompany diagrams

Sequential Reasoning

Look in your closet. Is it organized systematically or randomly in a way that only makes sense to you? That can indicate your physical and mental organization. Think of your brain as a closet where you add,

sort, store, and retrieve information instead of stuff. Your logical step-by-step sequential planning shows how you mentally organize facts, knowledge, and procedures.

SCIENTIFICALLY SPEAKING

Sequential Reasoning is a problem solving ability that allows you to mentally arrange information in logical linear order. It helps you create a sequential, linear, and systematic planning approach that allows you to make accurate logical deductions and find it easy to explain to others how the pieces of a plan fit together. Simply stated, this is your knack for organizing things in your head - ideas, information, systems - and it determines whether you'll thrive doing a lot of logical organizing, or a little. There's a long road that starts with planning and ends with doing: find the spot where you're most effective.

Sequential Thinker

Sequential Thinkers quickly organize a lot of information simultaneously in their heads while listening and talking. They're able to organize ideas quickly and readily express them to others.

Sequential Thinkers work well in any entity requiring the organization of structures, systems, or schedules.

YOUR RESULTS SHOW:

- You see the big picture.
- You can easily organize ideas and concepts in your head, even without instructions to help.
- You're good at fitting steps into a process, or activities into a schedule, so you shine as a planner.
- Others rely on you to explain how systems work.

You get how it all fits together.

IMPACT ON YOUR DAILY LIFE

WORK

Seek out jobs that demand logical organization and efficient planning. You're a natural organizer who can excel at research and development, project planning and management, and archiving.

- Developing systems that do not exist or making existing systems more efficient is where you will shine.
- Look for ways to feed your aptitude for creating processes, working out logistics, and dealing with complex schedules.
- Making and giving presentations will come naturally to you.

SCHOOL

Traditional academics will reward your gift for logical organization. From keeping your class materials in order, to building up substantive knowledge in orderly way, your gift will pay off at school.

- Paper writing and time management aspects of your studies will be easier for you than for most others.

- Be aware that teachers may expect you to show your work or provide multiple drafts even if you don't find the process necessary.
- You may perform especially well in classes where you have to present information to the class.

SOCIAL

Your life outside work or school will likely be organized. Even if you can't control everyone and everything in your home environment, you can try to make your own space and activities reflect your gift for order.

- You know how to make things run efficiently, but group projects -- including family -- won't always work according to plan. Practice patience.

APTITUDE AWARENESS

Your Sequential Reasoning ability lets you automatically shuffle and organize large amounts of information in your head and easily organize your thoughts and learned information in a methodical and logically organized way.

Look in your closet. Is it organized systematically or randomly in a way that only makes sense to you? That can indicate your physical and mental organization. Think of your brain as a closet where you add, sort, store, and retrieve information instead of stuff. Your logical step-by-step sequential planning shows how you mentally organize facts, knowledge, and procedures.

Your mental closet comes equipped with hooks, shelves, drawers, and hangers that you use to organize different pieces of information in your head. You may not feel the need to write out your ideas or have your physical surroundings organized in a highly structured way. In fact, you may have piles of stuff that look random to other people, but you seem to know where everything is. Your mental closet probably works the same way.

TIPS FOR SUCCESS

You're great at seeing how ideas best fit together. Take advantage of this powerful ability.

- Make sure you have visible plans, schedules, and explanations for the others on your team. They're not mind-readers.
- Take time to share your thought process with others on your team. That will build their confidence in the logic of your plan.
- You'll enjoy creating order out of chaos. Jump in and save the day.

Your gift at organizing thoughts should help you in writing clear, logical communications. Look for chances to contribute this way.

EASIER FOR YOU

- Playing games or working on projects with multiple simultaneous steps
- Organizing ideas for writing papers, essays, reports, etc.
- Editing, writing, explaining papers, documents, articles, and reports
- Knowing where new information fits into a system
- Adjusting plans to fit new developments or changing goals
- Creating PowerPoint type presentations
- Giving easily comprehensible instructions

- Planning or organizing events or projects

DIFFICULT FOR YOU

- Quickly communicating the details of your ideas and plans
- Remembering to spell out how you arrived at successive steps
- Being patient while others work through steps
- Anticipating/allowing time for questions during presentations

HOBBIES

Team Captain, Organizer, Video Editing, Web Coding, Any Leadership Role

CAREERS

Logistics, Project Management, Law, Medicine, Science, Computer Programming, Architecture, Teaching

Collaborative Planner

Collaborative Planners tend to prefer coordinating established processes where they contribute specifics to a situation. They might enjoy laying out the steps needed to plan events, create a database, or work through a project. While it may look as though they enjoy planning activities, they don't generally originate plans and don't generally enjoy the responsibility of executing them. They prefer tweaking plans rather than creating them.

Collaborative Planners create the critical individual pieces of a project, but leave project delivery to others.

YOUR RESULTS SHOW:

- You enjoy creating the critical details of a project or activity more than masterminding a plan.
- You can see where a tweak would make things run more smoothly after a plan is established.
- You're always aware of how parts should fit into the whole, even in the heat of battle.

You keep the show on the road.

IMPACT ON YOUR DAILY LIFE

WORK

You'll perform naturally well in jobs where a plan needs to be perfected, filled in with details, and then carried out.

- You'll likely enjoy taking existing procedures and methods and helping make them more efficient and user friendly.
- Use planning tools like schedules, calendars and weekly plans to keep a plan organized as you go.
- You may like developing procedures in areas where you possess a great deal of knowledge and experience. But try not to spend most of your time developing new systems.

- When learning a new area of responsibility, look for clear expectations about your role from the company, department, or team.

SCHOOL

Traditional academics will reward your gift for logical organization. From keeping your class materials in order, to building up substantive knowledge in orderly way, your gift will pay off at school.

- As long as you have a study plan to follow you should be able to organize your time efficiently.
- Experiment with how you write best. Are you comfortable writing a detailed outline first? Or do you get better results from writing and then hard-editing a draft? Find the balance that works for you.
- Another reader might be your best editor. Let a friend read your written drafts to make sure you're actually saying what you mean to say.
- Develop a system for note taking and be consistent with it. Include visual distinctions between points to study for the test, examples, elaborations, your own reactions, and areas of further study.
- Check your class organization every few weeks. Clean out your backpack, your desk, and your folders. If you've become disorganized, or fallen behind, correct course right away.

SOCIAL

You're most comfortable with well laid out plans that you can tweak, but not be responsible for creating.

- If you make an effort to create elaborate plans, you may not appreciate friends suddenly changing those plans on you.

APTITUDE AWARENESS

You're best at combining physical organization with keeping track of information in your head. You might not require detailed notes, but probably prefer having some written reminders, labeled folders, and other organization aids.

Look in your closet. Is it organized systematically or randomly in a way that only makes sense to you? That can indicate your physical and mental organization. Think of your brain as a closet where you add, sort, store, and retrieve information instead of stuff. Your logical step-by-step sequential planning shows how you mentally organize facts, knowledge, and procedures.

Your mental closet has some hooks and shelves for organizing different pieces of information, but you like physical reminders to help you keep track of things. You may not need to alphabetize or color code stuff, but you're probably more comfortable keeping stuff in labeled boxes and folders.

You may find it exhausting to watch others get exceedingly focused on the plan itself and less so on the executing it, but you'll want to understand the detailed steps before you're 100% on board with it.

TIPS FOR SUCCESS

You use logic and order when planning projects and setting goals.

- Your gift at organizing thoughts should help you in writing clear, logical communications. Take time for the edits: for you, they'll make the difference between good enough and great.
- Maintain an organized workspace.
- Speak up. You have solid organizing skills, and others will benefit from your views while the plan's being made.

- When in school, keep track of the syllabus for your classes. It'll help you plan ahead.

EASIER FOR YOU

- Planning events or projects with general guidelines
- Adjusting presentations, guidelines, or plans as you notice inefficiencies
- Recognizing well-written, well-organized material
- Helping other people explain or understand processes

DIFFICULT FOR YOU

- Working out all of the detailed steps of a complex plan in your head
- Mentally bouncing between steps without concentrating, especially when fatigued
- Prioritizing without deadlines
- Realizing flaws in a plan before problems happen
- Writing a well-organized paper, letter, or instruction without a few editing passes
- Speaking about unfamiliar material on the fly

Process Supporter

You may have a large mental closet without a bunch of hooks, shelves, drawers, and hangers to organize different pieces of information. You're at your best using physical organization tools like notes, files, labels, calendars, and established routines to keep information and ideas in order.

You may prefer to establish and stick to specific routines and are most comfortable when your daily tasks are organized in advance.

YOUR RESULTS SHOW:

- You like having procedures and routines already in place, so you can perform your best.
- You don't get bogged down by process for its own sake: why reinvent the organizational wheel?
- Tools like calendars and schedulers anchor and free you to do your best work.

You're probably more of a "doer" than a planner.

IMPACT ON YOUR DAILY LIFE

WORK

If you can, choose work with an established routine and consistent demands so you don't need to re-invent the organizational wheel.

- You're reliable in carrying out established procedures.
- Focus on creating and carrying out the details in your team's plans.
- Look for ways to minimize minor interruptions that throw off your plan. Use planning tools like schedules, calendars and weekly plans to keep organized as you go.

SCHOOL

Make a deliberate commitment to getting - and staying - organized at school. You need a plan from the start for keeping track of assignments, deadlines, and the materials you'll build up in every class over a term and a year.

- You may have a hard time organizing your thoughts on the fly. Take extra time to prepare for classroom presentations that involve logical flow.
- If you have to debate or persuade, take time to prepare for potential rebuttals and questions.
- You'll do your best writing papers when you have an outline in place before you begin to write.
- Develop a system for note taking and be consistent with it. Include visual distinctions between points, examples, elaborations, your own reactions, and areas of further study.
- Check your class organization every few weeks. Clean out your backpack, your desk, and your folders. If you've become disorganized, or fallen behind, correct course right away. Don't let chaos mount.
- Don't wait till classes start to get organized. Buy your supplies early, and get your notebooks and workspace organized and ready.

SOCIAL

You feel best when you know what the plans of the group are in advance. You may even like to be the one responsible for keeping everyone on track with plans.

- You might volunteer to make plans for a group, but remember your thanks might be only the satisfaction of seeing the event or project go well in the end. Not everyone will notice or appreciate your contribution.
- Even outside of school or work, use the tools you need to get and stay organized. Calendars and reminders -- even Facebook alerts -- can keep you from missing an important birthday or anniversary.

APTITUDE AWARENESS

You're best at organizing information in the physical world rather than keeping up with it in your head. You should keep well-organized and detailed notes about processes and procedures that you and others can refer to as needed.

Look in your closet. Is it organized systematically or randomly in a way that only makes sense to you? That can indicate your physical and mental organization. Think of your brain as a closet where you add, sort, store, and retrieve information instead of stuff. Your logical step-by-step sequential planning shows how you mentally organize facts, knowledge, and procedures.

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You may prefer to establish and stick to specific routines and are most comfortable when your daily tasks are organized in advance.

TIPS FOR SUCCESS

You'll perform best where structure and routine are already in place. Find those environments first to succeed at school, work, and play.

- When beginning a new project or task, give yourself a little extra time to prioritize your activities and develop a step-by-step plan of approach.
- Free yourself. Put your plan in place and then make it work for you.
- Avoid unstructured environments and open-ended assignments.

- Use physical filing and organization systems and calendars to organize your time most efficiently and minimize the stress of having to create new plans for every situation.
- Do yourself a big favor. Keep your work space organized and uncluttered. Rely on a detailed calendar, and use that alarm on your phone.
- Develop and use good note taking strategies. They will be your lifelines when things get hectic or unpredictable.

EASIER FOR YOU

- Laying out a plan on paper, map, or diagram and working through the steps sequentially
- Recognizing when others aren't following established plans
- Creating outlines and notecards as you gather information for writing or presentations
- Focusing on the agreed upon goal and keeping others on task
- Having physical organization systems on hand for others to benefit from
- Making lists, daily reminders, and systems to keep organized

DIFFICULT FOR YOU

- Thinking through a series of steps without writing them down
- Recognizing flaws in a plan before problems happen
- Organizing ideas in a paper, letter, or instruction without writing an outline or rough draft first
- Speaking about unfamiliar material on the fly

Idea Generation

Think of Idea Generation as a stream of water in a pipe. The water may gush from the faucet full blast without stopping if the faucet is always turned on. If the faucet's handle turns easily, the flow may be turned off and on easily. Or it may flow slowly, as if through a funnel.

SCIENTIFICALLY SPEAKING

Idea Generation directly affects whether your thoughts go in several directions at once or whether you follow single ideas more readily. It measures the quantity, not quality, of ideas that enter your mind at a time. Some people think on their feet, respond quickly, and enjoy engaging in brainstorming sessions. Others prefer to think about one subject or idea at a time and take time to develop new ideas. Your work should fit your pace so the real challenge is to make sure your work lets you generate ideas at a rate that's satisfying to you.

Brainstormer

Brainstormers always have ideas, regardless of how much they've thought about a topic or how much they care about it. They can come up with countless ways to approach a project, create themes for a party, or invent plot twists for a story. But it's really hard to keep them focused. They go off on tangents and even tangents of those tangents. They like to sell their ideas and see them in action. They're good to have around when the entertainment, note cards, or games don't show up because they'll make up something on the spot.

YOUR RESULTS SHOW:

- Ask you for ideas, and out comes a flood.
- You can talk on any topic, whether or not you know or care much about it.
- You can improvise on the fly and don't get too attached to any one idea, there's always more where that came from.
- You're a natural for any job that moves quickly from project to project or demands new ideas all the time.
- You'll feel bored and frustrated if all your ideas stay bottled up inside.

You've got a gusher for a brain.

WORK

If you can, choose work that demands your fountain of ideas. You'll flourish where they're needed and valued.

- Seek roles that involve promoting, explaining, or elaborating.
- You're likely to enjoy creative environments with a lot of action where the work is fast-paced and not routine.
- Learn and practice public speaking techniques; you could be a great motivational speaker.
- Consider selling or try advocating for a particular life style, activity, or policy.
- Join discussions, brainstorming sessions, and meetings.
- You might enjoy working with young children who constantly need new activities to keep their attention.
- Consider training or coaching, especially in interactive sessions that use role-playing and

scenario simulation.

SCHOOL

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SOCIAL

You're full of ideas. Your community needs them! Find a volunteer project that can use your brainstorming energy.

- Pay attention to how others are responding to your many ideas. Not everyone enjoys your kind of brainstorming, so know when to stop talking. You can always record your other ideas in a journal or a blog.
- Help a community nonprofit think up themes for fundraising events.

APTITUDE AWARENESS

You're able to come up with multiple examples when describing something or with multiple activities to engage in.

Think of Idea Generation as a stream of water in a pipe. The water may gush from the faucet full blast without stopping if the faucet is always turned on. If the faucet's handle turns easily, the flow may be turned off and on easily. Or it may flow slowly, as if through a funnel.

Your idea stream tends to be wide open. You easily generate ideas no matter how interested you are or how much you know about a topic. It's as if your idea faucet is always on. You can elaborate on any topic. You can easily discard any of your ideas that are not the most original, efficient, or practical, because there are more where those came from. The more knowledgeable you are about a topic the higher the quality of your ideas.

TIPS FOR SUCCESS

You've got a gusher for a brain. Make sure you find a way to let those ideas flow.

- Look for chances to contribute many ideas, on a variety of topics. Change projects often if you can.
- Be careful not to give too much unsolicited advice.
- Stay engaged: comment on blogs or write your own. Try public speaking, or write letters to the Editor.

- Find an activity that relaxes and focuses your mind such as exercise, cleaning, gardening, or playing solitaire.
- Your ability to improvise on the fly makes you a great communicator. Try teaching or training others, and embrace public speaking. Be the one giving tours.

EASIER FOR YOU

- Embellishing and improvising
- Being convincing, charming, or entertaining
- Coming up with new or unusual directions for a company, project, or organization
- Creating tag lines, slogans, games, or decorations
- Coming up with or furthering plots, stories, and scenarios
- Giving advice or making suggestions
- Speaking "off the cuff"
- Promoting an activity, lifestyle, or product

DIFFICULT FOR YOU

- Knowing when to stop elaborating and start focusing on a single direction
- Giving others a chance to share their ideas
- Focusing on others' ideas because you have so many of your own
- Implementing ideas
- Rote memorization
- Concentrating on one task in a stimulating environment

HOBBIES

Debate Team, Charades, Blogging, Fundraising, Acting, Giving Advice to Friends, Planning Committees

CAREERS

Advertising, Teaching, Sales, Marketing, Counseling

Idea Contributor

Idea Contributors can elaborate when a situation calls for it, especially if they are knowledgeable or passionate about the subject matter. They'll discuss the big picture, but also talk about next steps and be ready to move on to put ideas into action.

YOUR RESULTS SHOW:

- When a topic sparks your passion, your ideas flow like water.
- You may not especially enjoy brainstorming for its own sake, and you might feel impatient when others keep darting off in new directions.
- You know when it's time to stem the flow, choose one idea, and then buckle down to action.

IMPACT ON YOUR DAILY LIFE

WORK

If you can, choose work that demands your fountain of ideas. You'll thrive where they're needed and valued.

- You're probably good at facilitating meetings and helping groups move from brainstorming to agreement on a plan.
- You're likely to enjoy being on committees or teams where you can put ideas to practical use.
- Consider writing proposals or grant applications.
- Consider interactive mentoring or counseling experiences.
- Promote causes in which you believe.

SCHOOL

Traditional academics suits those, like you, who blend a big-think gift with the ability to focus after the brainstorming's done.

- If you can, find schools and classes that mix small discussion groups with larger lecture classes. You'll naturally learn well in both settings.
- You're equally at home when preparing presentation talking points as you are when listening to lectures.
- Elaborating in writing is probably easy for you, but you may need prep time when making presentations or debating in class.
- Make sure your vocabulary keeps up with your many ideas. Look for the best words to express your thoughts.

SOCIAL

Your community needs your knack for balancing brainstorming with doing. Find a volunteer project that can use your leadership.

- In a group project, keep an eye out for the one or two really good ideas, and then lead on to develop them.
- You'll have fun engaging in an activity and then talking about it afterward.
- You're able to elaborate on an existing idea.

APTITUDE AWARENESS

You can elaborate easily on things that you have experience with or are knowledgeable about, but you might not come up with multiple ideas by yourself.

Think of Idea Generation as a stream of water in a pipe. The water may gush from the faucet full blast without stopping if the faucet is always turned on. If the faucet's handle turns easily, the flow may be turned off and on easily. Or it may flow slowly, as if through a funnel.

Your idea stream has an on/off valve, giving you the benefit of flexibility. You can turn the faucet on, so it is not difficult for you to elaborate on or come up with multiple scenarios in any given situation. But you can also turn the faucet off; you aren't distracted by your ideas when elaboration is not needed. While you may not always have a flood of ideas to contribute, you can add to existing scenarios or put a twist on existing plans, approaches, or games. You enjoy sharing your own ideas with others, but you are just as comfortable when others share their ideas with you. You can create or execute ideas equally well and probably enjoy a balance of those two roles.

TIPS FOR SUCCESS

Your idea flow has an "on/off" switch. Stay balanced between your own new ideas and seeing value in the ideas of others.

- Help others focus in a discussion, and bring them back to the topic when they go on a tangent.
- Don't get drowned out. You have great ideas. Make sure they get heard.
- Appreciate the ideas of others while elaborating on them.

EASIER FOR YOU

- Coming up with new directions within existing parameters
- Preparing innovative lesson plans
- Using others' ideas to create practical plans for events or activities
- Switching between elaborating and listening
- Switching between embellishing and focusing
- Moving groups from brainstorming ideas to planning action
- Delivering structured talks and briefings
- Seeking out resources to enhance your own ideas

DIFFICULT FOR YOU

- Working on a project or activity that seems to be ill-defined or subject to frequent changes in direction
- Learning only by memorization
- Elaborating on an idea or plan that you have little knowledge about or interest in
- Giving presentations completely "off the cuff"

Concentrated and Focused

Concentrated and Focused individuals get excited about other people's ideas. They're very good at promoting others. They're also good at implementing ideas that are well thought out or already accepted. They prefer to use guidelines and resources to teach.

YOUR RESULTS SHOW:

- You're steady and focused when it's time to put an idea or concept into action.
- Your ability to concentrate and resist chasing all the shiny alternatives makes you a natural manager.
- You're ready to vote for the one good idea, even if it's not your own.
- You're satisfied seeing ideas carried out in a careful way.
- You're not easily distracted.

You keep our feet on the ground.

IMPACT ON YOUR DAILY LIFE

WORK

Look for careers that require focused concentration rather than a rapid flow of ideas. Managers need your gift for resisting distraction.

- You may prefer job responsibilities that require listening to others more often than explaining.
- You'll be more comfortable giving presentations if you are thoroughly prepared with notes and have practiced in advance.
- You're likely to enjoy writing directions or reports (e.g., technical writing or proposal writing) more than creating stories or leading discussions.
- You might enjoy reporting occurrences you observe rather than coming up with interview questions.

SCHOOL

Traditional academics often rewards those who can put their own ideas aside long enough to learn basic terms and concepts in a field. Enjoy this focus, but be sure to develop your own ideas too.

- If you're interested and prepared to listen, you'll focus easily in lectures, especially if you are taking notes.
- Want to spark more ideas? Practice curiosity. Read broadly on a different subjects. And be an active reader: ask yourself what you think, as you go.
- Giving a prepared presentation will be easier for you than improvisational talking during class discussion.
- Consider joining a structured study group. You'll contribute your natural focus, and the others might spur you to try a more inventive mindset.
- You're likely to prefer courses that require you to memorize vocabularies, terms, and formulas and formal assignments rather than classes requiring creating on your own.

SOCIAL

Maybe you mostly listen while others brainstorm, but you're the one everyone counts on when it's time to put an idea into action.

- You know when it's time to stop brainstorming and start doing. Be confident and say so: you can keep your community or volunteer group moving forward.
- Don't let yourself get pigeonholed. You might tend to volunteer for team-player roles, but try being the coach or leader every once in a while.
- You probably enjoy engaging directly in activities more than thinking or talking about them.

APTITUDE AWARENESS

You may daydream about future plans, a book you've read, or movie you've seen, but usually you don't feel distracted by ideas about everything you encounter.

Think of Idea Generation as a stream of water in a pipe. The water may gush from the faucet full blast without stopping if the faucet is always turned on. If the faucet's handle turns easily, the flow may be turned off and on easily. Or it may flow slowly, as if through a funnel.

You're more like a funnel than an open faucet when it comes to ideas. You have more ideas about the things you care about or are knowledgeable about than about other topics. You tend more often to be

the person listening to others' ideas than sharing your own. You might not have an endless list of ideas when someone brings up a topic, but you contribute value with your knowledge and experience in the area. You're happy to learn by listening to others with more knowledge and experience. You can come up with ideas slowly, deliberately, and comfortably.

TIPS FOR SUCCESS

You're a great team member when it comes to putting ideas into action. Just remember to speak up with your own ideas too. Yours might be the winner.

- Choose situations where you have time to consider ideas and how they could be adapted to a situation.
- Don't get stuck on a blank page. Let others inspire you. Talk it out with a friend or an expert. Read books, look at magazines, websites, and blogs.
- Trust your own ideas. Just make sure you start in time to let them develop and blossom.
- Take someone else's idea and promote, improve, or implement it.

EASIER FOR YOU

- Moving groups from brainstorming ideas to planning action
- Being good with meticulous and concise information
- Seeking out and using resources
- Implementing ideas
- Focusing on or executing a single or best idea
- Noticing others' reactions to ideas
- Listening to ideas

DIFFICULT FOR YOU

- Promoting or elaborating on a topic or idea without advanced preparation
- Elaborating on something you haven't extensively studied or experienced
- Coming up with new ideas quickly in a meeting
- Adding points to a discussion when others are competing loudly to contribute

Inductive Reasoning

Think of how a detective might solve a crime. Some draw conclusions with every new bit of information, changing suspects as evidence comes to light. Others wait until they have all of the evidence and systematically weigh facts before choosing any suspects. Like detectives, some people take in only a few facts before making a decision. Others gather and weigh all the facts before moving forward.

SCIENTIFICALLY SPEAKING

Inductive Reasoning influences how you approach gathering information and solving problems: that is, how quickly and intentionally you draw conclusions based on the facts available to you. This problem solving ability allows you to leap to accurate conclusions by seeing a relationship between seemingly unrelated bits and pieces of information. Sometimes called diagnostic reasoning, it's the ability to diagnose and critique - to go directly from clues and observations to an accurate answer. Inductive Reasoning gets to the heart of a problem without going through a logical, step-by-step approach found with Sequential Reasoning.

Diagnostic Problem Solver

Diagnostic Problem Solvers often seem to leap to conclusions without having all the information or following a logical step-by-step method of problem-solving. They tend to notice flaws instantly. Although they may seem quick with an opinion, they're surprisingly accurate in their conclusions and observations. It's almost as though they intuit the answer or "think without thinking." It seems like they're in constant problem-solving mode.

YOUR RESULTS SHOW:

- You're both quick and accurate at identifying connections and reaching conclusions.
- We count on people like you to spot what doesn't fit the pattern.
- You're comfortable making fast decisions.
- Problem-solving's a pleasure for you.

You're the hero in a pinch

IMPACT ON YOUR DAILY LIFE

WORK

You're a born problem solver, and you're not afraid to make decisions or draw conclusions, even on limited facts. You'll prosper in jobs that demand this skill, whether applied in executive or diagnostic roles.

- Seek roles that allow outlets for your natural research and investigative tendencies, even if not in your job title.
- Seek a fast-paced information-rich work environment that encourages gathering and correlating information from multiple sources to make improvements.
- You likely enjoy continually gathering new facts to weigh against each other.

- Systems analysts; emergency room doctors; diplomats; entrepreneurs; and physical, life, and social scientists, and many others call on Inductive Reasoning as a significant ability for success.

SCHOOL

Seek out studies that reward your knack for quick diagnosis and problem-solving.

- You'll learn best by using the scientific method of first gathering data, taking notes, making guesses, and finally drawing conclusions.
- Science classes will be a natural outlet for your delight in making discoveries, but give non-science classes a chance to grab you.
- To get more satisfaction from courses that rely on rote memorization, consider doing extra research to add context to what you're learning.
- Look for ways to apply the scientific method in your classes by asking critical questions about context and cause and effect.
- Look for others with your knack. You'll likely enjoy the discussion and debate when your conclusions disagree.
- You may enjoy career fields that give you the chance to regularly discover new things such as emergency medicine, investigative journalism, or forensic science.

SOCIAL

Your problem-solving gift makes you a natural leader in your community and volunteer groups.

- Relax and recharge with mystery shows and stories. Host a "Clue" party or take a group of friends to a murder mystery dinner theater.
- Your inductive gift might let you understand others better, so pay close attention to what they say and do. People can be mysteries worth solving too!
- Search out others with your analytic gift. You'll get a kick out of someone who thinks as fast as you.
- Practice patience with others who take longer to reach a decision. They might have noticed an important fact you overlooked.

APTITUDE AWARENESS

Your Inductive Reasoning allows you to quickly see the interconnections between things and ideas that may seem unrelated to others.

Think of how a detective might solve a crime. Some draw conclusions with every new bit of information, changing suspects as evidence comes to light. Others wait until they have all of the evidence and systematically weigh facts before choosing any suspects. Like detectives, some people take in only a few facts before making a decision. Others gather and weigh all the facts before moving forward.

You follow the Sherlock Holmes model. You can grasp a myriad details that other might deem unrelated or irrelevant. You see a pattern or story develop that might seem odd to others, so be ready to explain your reasoning process. You naturally see where things can go wrong in any situation. You like figuring things out - whether applying your abilities to a policy, someone's attitude, a malfunctioning engine, or animal behavior. You want to know the why, the physics, the motivations behind it, the cause and effect. Accepting "this is the way it is" does not satisfy you. You excel when there are new facts to correlate, and the faster they arrive the better.

You like making improvements, whether they save money, promote world peace, heal someone, or fix an engine.

Even little changes count, if they make things better.

TIPS FOR SUCCESS

You're a quick and accurate problem-solver. You're great at making decisions.

- Trust your quick conclusions when you know your stuff, but always keep an eye out for the new or hidden fact. It could trip you up.
- Suggest solutions tactfully so that others don't feel criticized.
- Others might take more time to reach their conclusions or understand yours. Be patient. And remember, sometimes it's better to sleep on it.
- You can see a solution quickly, but be ready to explain your reasons to others.

EASIER FOR YOU

- Predicting pitfalls and asking why
- Recognizing redundancy
- A fast-paced, action-oriented environment
- Determining the relevance and relative importance of facts, comments, symptoms, or actions
- Processing new information quickly and keeping an "emergency room pace"
- Figuring out "who done it" ahead of most others or laughing just before the punch line
- Identifying anomalies or flaws in assumptions

DIFFICULT FOR YOU

- Remaining patient and waiting for others
- Staying focused and performing follow-up activities
- Following a prescribed set of rules which you are not allowed to change when you see room for improvement
- Tolerating superfluous or redundant information
- Continuing to gather more information after you've drawn a conclusion
- Turning in imperfect or incomplete projects

HOBBIES

Investigative And Suspense TV Shows, Puzzles, Basketball Reactions

CAREERS

Emergency Medicine, Investigative Journalism, Systems Analysts, Diplomats, Entrepreneurs

Investigator

Investigators enjoy acquiring new information and learning how facts interrelate. They like possessing knowledge, having the chance to apply it, and occasionally being involved in improving a solution. Although they enjoy making connections, they don't want to be bombarded with information constantly. They do a good job of keeping others moving at an efficient pace, whether that means slowing down decisions being made without sufficient information or moving a group into action

mode.

YOUR RESULTS SHOW:

- You take your time fitting facts into a pattern.
- You're not too quick-on-the-draw when it comes to making decisions, but not too slow and deliberate either.
- You probably end up setting the pace in a group working together to solve a problem.
- You rein in those who want to jump to conclusions and spur on those who want to drag their feet.

You balance care with results.

IMPACT ON YOUR DAILY LIFE

WORK

You're a reliable problem solver, and you're not afraid to make decisions or draw conclusions. But you're not rash, and you'll make sure the facts support you. Choose work where decisions depend on good facts, gathered in a reasonable but limited time period.

- Use your natural ability to sense when it is time to move from brainstorming ideas to planning action.
- Seek a balance between applying existing knowledge and making a diagnosis about the unknown or less familiar.
- You may become responsible for facilitating discussions about facts and their relevance to a particular condition, as well as for setting priorities and schedules for action.
- You will find your greatest enjoyment when you become knowledgeable in a field and then apply your knowledge to making improvements.

SCHOOL

You may have to discipline yourself to apply formal research methodology to meet course expectations. Following through with logical planning will promote your success.

- Develop your technique for interrogating texts and identifying underlying assumptions.
- Allow yourself the time to delve deeply into subjects that interest you.
- Gather input from a variety of sources to bolster learning.
- You are comfortable with the scientific method of learning, but can also learn well using rote memorization.

SOCIAL

Your problem-solving knack makes you a good leader in your community and volunteer groups.

- In a group community project, you might be the one who knows when it's the right time to move from fact-finding to decision-making.
- You may enjoy designing itineraries for group trips and outings.
- You can help others see the relationship between specific actions and outcomes.

APTITUDE AWARENESS

You tend to enjoy acquiring new information and learning how facts influence each other.

Think of how a detective might solve a crime. Some draw conclusions with every new bit of information, changing suspects as evidence comes to light. Others wait until they have all of the evidence and systematically weigh facts before choosing any suspects. Like detectives, some people take in only a few facts before making a decision. Others gather and weigh all the facts before moving forward.

As a detective, you follow the Dr. Watson model. You question motivation and evidence, but you typically proceed more cautiously from accumulated knowledge rather than making huge perceptual leaps. You enjoy acquiring new information and learning how different elements influence each other. You like possessing knowledge and applying it. You also occasionally want to be involved in influencing improvements. You enjoy making connections but probably don't want to be bombarded with information constantly.

TIPS FOR SUCCESS

You make decisions with both care and ease. You gather facts and draw conclusions efficiently.

- Your sense of pacing is crucial. Assert it with confidence.
- Others might decide things more slowly. Be patient, and be ready to reassure them it's safe to move on.
- Trust your judgment. Keep asking questions until a decision feels right.

EASIER FOR YOU

- Evaluating when there are enough facts to move on
- Determining when more facts are needed to gain certainty
- Making improvements to existing policies
- Gathering relevant facts for research
- Integrating new facts with existing knowledge
- Striking a balance between acquiring new knowledge and applying existing knowledge

DIFFICULT FOR YOU

- Acknowledging the validity of another's solution to a problem without first testing it
- Tolerating impatience in others who want to move on without collecting more facts
- Resisting the urge to set the decision-making and conclusion-drawing pace of a team
- Dealing with other people's discomfort when they aren't ready to move on once the relevance of presented facts is evident

Fact Checker

Fact Checkers are deliberate in deciding whether something is true. They rely on specific information and observed experience to verify "what is" before arriving at a conclusion. Knowing all of the facts and filling in gaps are important to them, so they're frequently the last ones ready to make a definitive statement. Being bombarded with new and different information is stressful for Fact Checkers. They'd rather weigh individual facts against each other one at a time. They like being super-prepared rather than having to deal with the unexpected, so they may seem to worry about rare exceptions to normal

situations. They're likely to say things like "Did you consider...?" or "What if X and Y happen?"

YOUR RESULTS SHOW:

- You like making decisions deliberately, without time pressure.
- You want to have as many facts as possible on the front end.
- You're careful and thorough and dislike being forced to jump to conclusions.
- You want to avoid problems that might be hiding behind incomplete facts.
- You'll keep asking questions, and you'll make sure you're well-prepared.

You're the steady voice for prudence.

IMPACT ON YOUR DAILY LIFE

WORK

Look for jobs that let you take time to develop all the facts before you must make a decision. Your careful, deliberate approach needs to be valued.

- You will feel most comfortable when you have all of the pertinent facts available to you with adequate time for consideration, making decisions, and planning.
- Apply your natural ability for monitoring compliance with policies and procedures.
- Develop your skill for identifying risks and figuring out how to mitigate them. You may choose to seek structured, process-rich work environments that are not chaotic.

SCHOOL

You're a good listener who is curious and receptive to new ideas. You'll have a greater level of patience with the process and structure of academia than those who prefer fast-paced, even frenetic environments.

- Allow yourself time to think critically about new information received.
- Ask teachers to provide examples and stories that provide context when you receive new information.
- Learn how to apply your knowledge in specific ways.
- You will enjoy a more traditional learning atmosphere where you are presented authoritative information.

SOCIAL

Your deliberate care for the facts -- all the facts -- makes you a natural asset to community improvement and advocacy projects. Volunteer, and dig in.

- Practice patience when group projects seem to jump ahead too rashly. Your friends might just need to hear you point out the facts or phases they're mistakenly skipping.
- You'll likely spot facts, hypotheticals, and exceptions that others have either missed or consider less important. If you don't feel heard in a group discussion, write down your own observations later. A better chance to share them might arise later.
- Not every group will appreciate your deliberate kind of decision making. Accept those friends for how they are, and then look for other groups to work with too.

APTITUDE AWARENESS

You tend to be deliberate in deciding whether something is true and rely on specific information in determining how to apply those truths.

Think of how a detective might solve a crime. Some draw conclusions with every new bit of information, changing suspects as evidence comes to light. Others wait until they have all of the evidence and systematically weigh facts before choosing any suspects. Like detectives, some people take in only a few facts before making a decision. Others gather and weigh all the facts before moving forward.

As a detective, you follow the Inspector Lestrade model. You relentlessly pile up evidence, asking "just one more question" until the perpetrator can no longer maintain a claim to innocence. You like knowing all of the facts and seeking out those that are missing. You're most comfortable drawing conclusions at a deliberate, slower pace. Being bombarded with new and different information is stressful for you. You prefer analyzing individual facts one at a time rather than multiple ones simultaneously. You like being prepared rather than having to deal with the unexpected, and so tend to be aware of exceptions to normal situations or alternative interpretations of events.

TIPS FOR SUCCESS

You make decisions with care and deliberation. You believe a complete set of facts can strengthen any conclusion.

- Value your willingness to seek all the facts. But know when it's time to move on. Sometimes, it's better to be done than to be perfect.
- Try to participate in situations where ensuring accuracy of facts is valued over speed in reaching conclusions.
- Keep asking "what-ifs" even when others leap to conclusions right off the bat. You know a little more deliberation might make a difference.
- Remember, even if others look ready to decide, they might still welcome more discussion. Raise your voice, but know when to quit.

EASIER FOR YOU

- Being in a structured environment
- Noticing when others have jumped to a premature conclusion
- Being a good listener about problems
- Memorizing facts without context
- Looking for possible exceptions to accepted truths
- Being ready for unlikely scenarios
- Gathering more facts

DIFFICULT FOR YOU

- Drawing conclusions based on only a few facts
- Tolerating others when they jump to conclusions
- Weighing multiple facts against each other simultaneously under time pressure
- Settling for an option that is a less-than-perfect fit
- Debating or diagnosing without a prescribed set of rules or guidelines

- Making quick decisions in stressful or crisis situations

Amplifiers

WHAT'S IN YOUR TOOLBOX OF SUPPORTING ABILITIES?

Amplifiers reflect your ability to be quick and effective in some specialized ability areas. Amplifiers work even more powerfully when paired with your other aptitudes. Say you're strong in Numerical Reasoning (a Success Driver) and also in Numerical Computation, the Amplifier. That means your knack for spotting trends and patterns in numbers will be supercharged by your gift for doing the mental math to apply that trend formula into the future. Add a third Amplifier – Visual Memory, the knack for recalling numbers – and you're now a triple numerical threat.

Or say you have a gift for Spatial Visualization (a Core Driver), and you also have a strong Pattern Memory, an Amplifier. When you tackle the work of arranging solid objects in space – designing a building, for example, or choreographing a dance – your Pattern Memory will hold strong and sharp mental images of the spaces you've already seen, drawn, or modeled in the process. That specialized memory's a tremendous advantage, and a real boost.

Pay close attention to your personalized results so you know what's in your own toolbox to amplify your strengths.

Practical Amplifiers

Numerical Computation

Numerical Computation affects your tendency for, or ease with, performing mental calculations during your daily interactions.

Advanced Computers

Hobbies: Poker, Scorekeeper, Comparison Shopping, Budgeting

Careers: Accounting, Finance, Computer Programming, Carpentry, Engineering, Science

Associative Memory

Associative Memory is a visual learning ability that shows how quickly and accurately you can plant new information in your head and then recall it.

Information Acquirers

Hobbies: Learning New Languages

Careers: Linguists, Technical or Academic Professions

Visual Amplifiers

Hand-Eye Coordination

Hand-Eye Coordination is a learning aptitude also known as psychomotor learning.

Coordinated Movers

Hobbies: Dance Dance Revolution, Guitar Hero, Robotics, Sports, Dance

Careers: Aviation, Surgical Operations, Mining, Excavation

Visual Memory

Visual Memory refers to how quickly and easily you remember data that has no meaningful connection to other information.

Data Magnets

Hobbies: Remembering Birthdays and Phone Numbers, Computer Programming

Careers: Accountant, Financial Planner, Computer Programmer

Pattern Memory

Pattern Memory directly influences how effectively you absorb and recall your visual surroundings.

Human Camera

Hobbies: Drawing, Puzzles, Reading Maps

Careers: Engineering, Sciences, Fashion Designer, Graphic Design

Numerical Computation

Think about those math problems with two trains that leave two different stations going at different speeds and arrive at the same station at the same time. Some people break into a sweat just thinking about trying solve the problem. Others solve those problems without seeming to work at all. How effectively we complete calculations depends on our basic knowledge and comfort with math and numbers.

Advanced Computer

Advanced Computers keep a running tab of numbers in their heads at all times. They're most likely unaware that other people don't keep mental tabs on timetables, tip rates, or how much they have spent on a shopping spree. They excel at mental calculations and can provide solutions quickly. They enjoy the foreign travel challenge of "thinking in another currency."

Proficient Computer

Proficient Computers make calculations as needed. They're able to make calculations mentally without seeing the numbers, but have to focus on doing so and don't keep a running tally at all times. They make necessary calculations, but don't translate things like schedules into calculation opportunities when they know they can look up information.

Basic Computer

Basic Computers don't keep a running tally of calculations in their head. While they may be comfortable with simple calculations, when they need to make more complex calculations, they usually reach for a calculator. Without an electronic calculator, they might jot down calculations to get them on paper or ask someone more proficient in this area for support.

Associative Memory

Think of your memory as the contacts list on a smartphone where you store information about people you have recently met. Can you automatically sync your contacts with people as you meet them? Or do you have to manually open your contacts to enter the name of the person, their phone number, and their picture?

Information Acquirer

Information Acquirers remember everybody's name: an author, a business leader, or the title of a book. They remember what they read and seem like "walking reference books." They're masters at cramming before a test and pulling a high grade. They're able to pick up the language and vocabulary of new subject matter, whether science, architecture, art, history, Spanish, or law.

Conscious Memorizer

Conscious Memorizers are reasonably good at remembering names, places, or things, but they often need to use memory tricks. Details that link pieces of information help them recall the information later; for example, "Bill wears baseball caps" will help them recall Bill's name.

Cue User

Cue Users like to use techniques that help them learn and retain new information. A common one is to create an acronym to remember a list of things. For example "HOMES" is an acronym to remember the names of the Great Lakes: Huron, Ontario, Michigan, Erie, and Superior.

Hand-Eye Coordination

To better understand Hand-Eye Coordination, consider how difficult it might be for you to learn to juggle from a book or video. Some people can learn to juggle in just a few minutes with barely any practice. Others need practice and repetition. How you'd do at this indicates the rate at which you absorb repetitive movements into your motion memory.

Experiential Mover

Experiential Movers may need extra learning time to replicate a movement they see others performing. They may have to let their body feel the movement many times or even break it down by analyzing the smaller physical adjustments required before it makes sense to their brain, which then translates it to the body. Experiential Movers tend to be most comfortable with repeating single movements rather than complex sequences of movements or those that respond to changing visual information.

Coordinated Mover

Coordinated Movers easily learn complex movements after simply watching others or from visual instructions. Learning movements seems effortless for them: they never seem to have to practice!

Synchronized Mover

Synchronized Movers can learn movements from visual information with relative ease; however, they have to practice a new movement, even after repeated demonstrations, until they get their bodies to recreate the movement freely. They have to focus their attention on the visual instructions and then allow their brain to translate the directions to the body.

Visual Memory

To understand Visual Memory, think about how you handle PIN codes and passwords. Some people have several different codes and passwords floating around their heads and never need to write them down. Other people have to train themselves to record codes in a secret place or have to develop techniques for learning a code: repeating it multiple times, using a meaningful number (birth year or address), or even using the same number repeatedly - even though it's a security risk.

Data Magnet

Data Magnets can remember numbers, data and unrelated facts, without apparent effort. Whenever a phone number, date, or statistic is needed, they are there with the correct answer. They easily retain miscellaneous information and trivia that is often numerical.

Data Reviewer

Data Reviewers find numbers, data, and facts useful, but are not tuned into them as a default. They find it pretty easy to remember numbers and data when they need to with just a little effort. They don't have to invest a lot of effort in memorizing important numbers. They might take that ability for granted, making them more likely to forget gate codes, phone numbers, dates, and such.

Note User

Note Users know that numbers and data are important and are tuned into numbers that are important to them like special dates, deadlines, or account numbers. They have to make a concerted effort to memorize or record them in a safe place for referral, so they're unlikely to forget important data after exerting such effort toward committing them to memory.

Pattern Memory

Can you recall symbols on a map you saw just once? Can you get directions from a map that is written in a foreign language? When you navigate on a road trip do you view the map while giving directions? Or do you prefer a phone, co-pilot, or GPS to help you find Grandma's house in the woods? Recalling maps from memory is indicative of your Pattern Memory.

Human Camera

Human Cameras love visual patterns in fabrics, maps, and nature. They are drawn to patterns and love to point out visual patterns in things that are not typically thought of as having patterns. They can look at maps and quickly understand them. They might be drawn to intricate patterns. Pattern Memory can be an asset in artistic creation.

Map Reviewer

Map Reviewers occasionally look intensely at patterns, but aren't necessarily eager to point them out to others. They are comfortable referring to maps and blueprints for information and understand charts and graphs easily. They are not comfortable with creating maps or charts, nor are they likely to refer to them from memory.

Note Taker

Note Takers don't trust their memories when it comes to maps or blueprints. They don't particularly enjoy recognizing patterns in materials, nature, or aerial photos. They are comfortable comparing patterns only when they can physically line patterns up against one another.