



TTI Insights™ Job
QUESTIONNAIRE

TTI Insights™ Job

Response Instructions

Every job in every organization is unique and should be treated as such. The Job Insights report is designed to analyze the cultural rewards and behaviors that are necessary to achieve the objectives of a job.

Properly analyzing a job starts with removing personal bias and looking at what the job itself is asking for. What responsibilities does the job carry in order to meet the objectives of its existence?

The Job Insights report is divided into two sections. During the response process, keep focused on what the job requires. If the job could speak, what would it say?

Jobs Energizing People Profile™

Response Instructions

Job satisfaction and performance are two predictable outcomes when a job rewards individuals for pursuing what they value most.

This questionnaire identifies and prioritizes the key factors that contribute to personal fulfillment in a job.

Let the job talk to you. Read each statement as it relates to the job. Mark the number from 1-6 to indicate how well the statement describes the job.

Let the job talk to you. Read each statement as it relates to the job. Mark the number from 1-6 to indicate how well the statement describes the job.

1. This job has a broad range of learning opportunities

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

 7

2. This job has opportunities to help others

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

 7

3. This job requires adherence to high aesthetic standards

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

 7

4. This job rewards contribution to revenue and/or profit

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

 7

5. This job requires adherence to established approaches and/or procedures

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

 7

6. This job gives the opportunity to be free wheeling

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

 7

7. This job gives the opportunity to help disadvantaged people and/or eliminate injustice

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

 7

Let the job talk to you. Read each statement as it relates to the job. Mark the number from 1-6 to indicate how well the statement describes the job.

8. This job gives the opportunity to challenge the status quo

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

9. This job has the authority to control self and others

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

10. This job gives the opportunity to do research and collect data

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

11. This job rewards disciplined adherence to rules

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

12. The organization and management team invest resources in public image

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

13. This job provides an opportunity to receive bonuses, commission or merit pay based on performance

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

Let the job talk to you. Read each statement as it relates to the job. Mark the number from 1-6 to indicate how well the statement describes the job.

14. This job provides an opportunity for advancement, recognition and/or prestige

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

15. This job rewards improving speed and efficiency

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

16. This job requires application of knowledge or theories

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

17. This job rewards self-sacrifice

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

18. The organization and management team reinforce following procedures

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

19. The organization and management team encourage and support continuous learning

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

20. This job provides freedom to be unconventional

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

Let the job talk to you. Read each statement as it relates to the job. Mark the number from 1-6 to indicate how well the statement describes the job.

21. The organization and management team encourage maximizing resources

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

22. This job rewards preserving or enhancing image

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

23. The organization and management team encourage and/or promote humanitarian efforts

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

24. This job rewards championing change, taking risks and making tough decisions

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

25. This job provides pleasant, attractive and comfortable decor

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

26. The organization and management team respect self-promotion and/or strong egos

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

Let the job talk to you. Read each statement as it relates to the job. Mark the number from 1-6 to indicate how well the statement describes the job.

27. This job requires a strong belief in a specific philosophy

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

28. This job requires adherence to policies and/or standards

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

29. This job gives the opportunity to improve the image, feeling of things or experiences

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

30. This job requires research and data collection

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

31. The organization and management team encourage involvement with charitable organizations

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

32. This job gives the opportunity to explore new ways to solve old problems

Accurately describes

Does not describe

Not Applicable

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

Let the job talk to you. Read each statement as it relates to the job. Mark the number from 1-6 to indicate how well the statement describes the job.

33. The organization and management team encourage and reinforce ambition

Accurately describes

Does not describe

Not Applicable

1	2	3	4	5	6		7
---	---	---	---	---	---	--	---

34. This job requires genuine compassion towards others

Accurately describes

Does not describe

Not Applicable

1	2	3	4	5	6		7
---	---	---	---	---	---	--	---

35. The organization and management team encourage and support preservation of the environment and/or natural resources

Accurately describes

Does not describe

Not Applicable

1	2	3	4	5	6		7
---	---	---	---	---	---	--	---

36. The organization and management team reinforce bottom line contributions

Accurately describes

Does not describe

Not Applicable

1	2	3	4	5	6		7
---	---	---	---	---	---	--	---

37. The organization and management team offer, encourage and pay for seminars, training and education

Accurately describes

Does not describe

Not Applicable

1	2	3	4	5	6		7
---	---	---	---	---	---	--	---

38. This job rewards contributions to others and/or a social cause

Accurately describes

Does not describe

Not Applicable

1	2	3	4	5	6		7
---	---	---	---	---	---	--	---

Let the job talk to you. Read each statement as it relates to the job. Mark the number from 1-6 to indicate how well the statement describes the job.

39. The organization and management team encourage following a set of principles and values

Accurately describes		Does not describe		Not Applicable		
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7

40. This job requires strict compliance to a set of principles

Accurately describes		Does not describe		Not Applicable		
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7

41. This job requires ongoing study, ideas and learning just to keep current

Accurately describes		Does not describe		Not Applicable		
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7

42. This job requires protecting and/or preserving natural resources

Accurately describes		Does not describe		Not Applicable		
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7

Workplace Behaviors™

Response Instructions

Let the job talk! Before completing the questionnaire, a word of caution is in order. As tempting as it may be to answer the questions in terms of how you perform in the position or how you would like to perform in it, do not allow yourself to lapse into that mindset. The quality of the data is contingent upon your ability to answer the questions in terms of what the job requires for superior performance, not on how people currently perform in the position.

When thinking about this position, there are three voices that you will hear:

1. The voice of how the work is currently being performed
2. The voice of how you like the work performed
3. The voice of the job telling you how the work should be performed

Do your very best to listen to the third voice when completing this questionnaire. Only the third voice will speak clearly about how the work should be performed.

This system allows the individual to focus on the behavioral demands of the job itself, NOT the behavior of the person performing the job. Consequently, when responding to the instrument, the focus must be an objective view of the job. If the JOB could talk, this is the way it would rate the statements.

For each statement, indicate your response on the scale provided by selecting a number between 1 and 6. Select 7, or “Does not Apply to this Job”, only if the statement is insignificant to the job.

For each statement, indicate your response on the scale provided by selecting a number between 1 and 6. Select 7, or “Does not Apply to this Job”, only if the statement is insignificant to the job.

1. Freedom to set work schedules is:

Extensive

Very Limited

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

Does not Apply to this Job

 7

2. The need for high quality controls is:

Extensive

Very Limited

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

Does not Apply to this Job

 7

3. Freedom from detailed activities is:

Extensive

Very Limited

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

Does not Apply to this Job

 7

4. The necessity for resolving interpersonal conflict is:

Extensive

Very Limited

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

Does not Apply to this Job

 7

5. Task-oriented concentration is:

Extensive

Very Limited

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

Does not Apply to this Job

 7

6. The necessity for detailed organizing is:

Extensive

Very Limited

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

Does not Apply to this Job

 7

7. Flexibility is:

Extensive

Very Limited

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

Does not Apply to this Job

 7

For each statement, indicate your response on the scale provided by selecting a number between 1 and 6. Select 7, or “Does not Apply to this Job”, only if the statement is insignificant to the job.

8. Repetitive tasks are:

Extensive					Very Limited		Does not Apply to this Job
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6		<input type="radio"/> 7

9. Generating enthusiasm is required:

Frequently					Rarely		Does not Apply to this Job
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6		<input type="radio"/> 7

10. Challenging assignments are:

Frequent					Rare		Does not Apply to this Job
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6		<input type="radio"/> 7

11. Exhibiting patience is required:

Frequently					Rarely		Does not Apply to this Job
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6		<input type="radio"/> 7

12. The extent to which unpopular decisions need to be made is:

Extensive					Very Limited		Does not Apply to this Job
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6		<input type="radio"/> 7

13. Initiating action with strangers is:

Extensive					Very Limited		Does not Apply to this Job
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6		<input type="radio"/> 7

14. Expediting action is:

Extensive					Very Limited		Does not Apply to this Job
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6		<input type="radio"/> 7

For each statement, indicate your response on the scale provided by selecting a number between 1 and 6. Select 7, or “Does not Apply to this Job”, only if the statement is insignificant to the job.

15. The necessity for persistence is:

Extensive

Very Limited

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

Does not Apply to this Job

 7

16. Analysis of data and facts before acting is:

Extensive

Very Limited

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

Does not Apply to this Job

 7

17. The necessity for working alone is:

Extensive

Very Limited

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

Does not Apply to this Job

 7

18. Freedom from confrontation is:

Extensive

Very Limited

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

Does not Apply to this Job

 7

19. Concentration on details is:

Extensive

Very Limited

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

Does not Apply to this Job

 7

20. Multi-tasking is:

Extensive

Very Limited

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

Does not Apply to this Job

 7

21. The necessity for a clean and organized work station is:

Extensive

Very Limited

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

Does not Apply to this Job

 7

For each statement, indicate your response on the scale provided by selecting a number between 1 and 6. Select 7, or “Does not Apply to this Job”, only if the statement is insignificant to the job.

22. The necessity for negotiating is:

Extensive					Very Limited		Does not Apply to this Job
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	6	7

23. Initiating change is:

Extensive					Very Limited		Does not Apply to this Job
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	6	7

24. The necessity for decision-making is:

Extensive					Very Limited		Does not Apply to this Job
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	6	7

25. Changes in tasks, priorities and responsibilities are:

Extensive					Very Limited		Does not Apply to this Job
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	6	7

26. The amount of face-to-face communication/conversation is:

Extensive					Very Limited		Does not Apply to this Job
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	6	7

27. The amount of change and instability of assignments is:

Extensive					Very Limited		Does not Apply to this Job
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	6	7

28. The frequency of presentations and public speaking is:

Extensive					Very Limited		Does not Apply to this Job
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	6	7

For each statement, indicate your response on the scale provided by selecting a number between 1 and 6. Select 7, or “Does not Apply to this Job”, only if the statement is insignificant to the job.

29. Freedom to move around is:

Extensive					Very Limited		Does not Apply to this Job
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6		<input type="radio"/> 7

30. The necessity for following procedures to perfection is:

Extensive					Very Limited		Does not Apply to this Job
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6		<input type="radio"/> 7

31. The necessity for persuasive communications is:

Extensive					Very Limited		Does not Apply to this Job
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6		<input type="radio"/> 7

32. The need for work to be completed right the first time and performing to standards is:

Extensive					Very Limited		Does not Apply to this Job
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6		<input type="radio"/> 7

33. Identification with the team and being a team player is:

Critical					Not Necessary		Does not Apply to this Job
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6		<input type="radio"/> 7

34. Utilizing systematic work habits is:

Extensive					Very Limited		Does not Apply to this Job
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6		<input type="radio"/> 7

35. The necessity for influencing others is:

Extensive					Very Limited		Does not Apply to this Job
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6		<input type="radio"/> 7

For each statement, indicate your response on the scale provided by selecting a number between 1 and 6. Select 7, or “Does not Apply to this Job”, only if the statement is insignificant to the job.

36. The necessity for using caution is:

Extensive					Very Limited		Does not Apply to this Job
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6		<input type="radio"/> 7

37. Achieving results in the face of adversity is required:

Frequently					Rarely		Does not Apply to this Job
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6		<input type="radio"/> 7

38. Verbalizing thoughts and ideas are required:

Frequently					Rarely		Does not Apply to this Job
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6		<input type="radio"/> 7

39. Demanding deadlines are assigned to this position:

Frequently					Rarely		Does not Apply to this Job
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6		<input type="radio"/> 7

40. The need for optimism is:

Extensive					Very Limited		Does not Apply to this Job
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6		<input type="radio"/> 7