

Style C

MOST CAUTIOUS OF THE STYLES

Likes things to be correct, in logical order and have a lot of detail. Avoids mistakes, strives for perfection. Tends to be very eager to learn if it contributes to their quality of work. Tends to be perceived as a bit aloof and doesn't need a lot of people interaction.

- Precise
- Follows Rules
- Logical
- Careful
- Formal
- Disciplined
- Reserved

Style D

MOST ASSERTIVE OF THE STYLES

Likes shaking up the environment and overcoming opposition to get results. Loves challenges and change. Likes to lead and be in charge to make things happen.

- Decisive
- Tough
- Strong-Willed
- Demanding
- Competitive
- Independent
- Self-Confident

Style S

MOST OUTWARDLY CALM OF THE STYLES

Likes a steady and safe environment so tends to not like change or surprises. Fairness and justice are important. Often agreeable on the surface. Can tend to focus on the negatives. A very reliable and steady person.

- Calm
- Steady
- Careful
- Patient
- Good Listener
- Modest
- Trustworthy

Style I

MOST SOCIAL OF THE STYLES

Likes connecting and interacting with others and gains energy from them. Often enjoys being the centre of attention and loves teamwork. Sees the positive side of life and people, therefore often comes across as happy and fun.

- Sociable
- Talkative
- Open
- Enthusiastic
- Energetic
- Persuasive
- Inspiring

Abstract Logical Reasoning

Measures an individual's ability to group relevant factors for problem solving.

It reflects the person's ability to understand how different phenomena relate to each other, classify different concepts and connect different concepts to understand "the big picture".

Typically, it correlates with tasks like:

- Planning
- Organising
- Delegating
- Creating systems
- Data analysis
- Customer analytics
- Policy and Administration

Understanding Logical Processes

Understanding Logical Processes measures the individual's ability to identify the root causes of a problem, narrow down possibilities and understand cause-effect relationships.

It reflects the person's ability to understand how the information available influences the future and what the consequences of the present information could be. It also measures how systematic the person's thinking process is.

Typically, it correlates with tasks like:

- Problem-Solving
- Negotiating
- Handling Objections
- Business Judgement
- Researching
- Predicting or influencing behaviour

Spatial Reasoning

Spatial Reasoning measures the individual's ability to map out multiple process flows simultaneously and comprehend visual entities and the components they consist of.

It reflects the person's ability to manage the information collected by visual perception and correlates to process management.

Typically, it correlates with tasks like:

- Process management
- Interior design
- Visual design
- Research
- Organisation restructuring

Understanding Social Context

Understanding Social Context measures the individual's general sensitivity to observe social phenomena and their ability to interpret others' intentions accurately in a social context.

It reflects the person's ability to generate possible and accurate interpretations, observe and sense social phenomena and to reason how interpersonal relationships influence a situation.

Typically, it correlates with tasks like:

- Managing human relations
- Public relations
- Public speaking
- Counselling
- Negotiation
- Team management
- Presenting

Numerical Reasoning

Numerical Reasoning measures the individual's ability to solve problems involving numerical justification, see trends in numbers, and understand numerical relationships.

It correlates with skills needed in jobs that require the ability to follow a logic presented by numbers.

Typically, it correlates with tasks like:

- Performance tracking
- Data analysis
- Stock taking
- 'Number crunching'
- Accounting
- Statistics

Mathematic Logical Reasoning

Mathematic Logical Reasoning measures the individual's ability to think about and solve quantitative problems comparatively, differentiate numbers in relative terms, apply mathematical logical reasoning to aid decision-making and distinguish between valid and invalid deductive arguments.

Typically, it correlates with tasks like:

- Research and analysis
- Analysis of data
- Change management

Word Association

Word Association measures the individual's ability to generate creative and useful ideas, connect concepts and create parallel links, and dismiss irrelevant and insignificant associations.

Word Association indicates the ability to identify relationships between information received and understand links between different concepts.

Typically, it correlates with tasks like:

- Journalism
- Marketing planning
- Politics
- Negotiating

Visual Memory

Visual Memory measures the ability to remember and process relevant information, visualise and mentally store multiple visual objects like graphical images, and reduce distraction by maintaining focus on relevant visual information.

It correlates with the ability to perform well in tasks requiring extensive working memory. It also correlates with a person's working memory capacity.

Typically, it correlates with tasks like:

- Planning details
- Architectural design
- Graphical planning
- Research

Verbal Reasoning

Verbal Reasoning measures the individual's ability to evaluate and construct logical arguments, evaluate complex verbal information, and understand and interpret written or oral information accurately.

It also measures the ability to deduce consequences from a text, to draw logical conclusions, and recall, compare and recognise stored visual information to serve a task.

Typically, it correlates with tasks like:

- Journalism
- Data collection and analysis
- TV Presenting
- Problem identification and solving
- Research