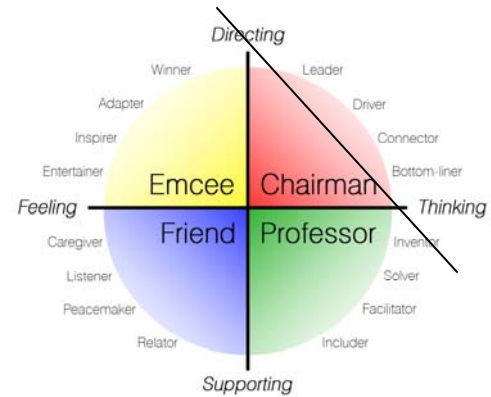


## Talents by Role

### Chairman:

If you scored high in the *Chairman* quadrant you are known for your ability to move quickly, decisively and with purpose. Your performance happens in a rational and thinking approach, quick decision-making, comfort in taking charge, and in a personal focus on driving results. This is an empirical results-oriented quadrant, where performance is measured and empirical, and the talents and personalities exhibited in this quadrant take responsibility for actions, **Roles that are well matched to the talents exhibited in the Chairman quadrant are roles of leadership, industrial-age management, politicians, law enforcement, facilities managers, entrepreneurs, administrators, and other take-charge roles.**



If you test strongly in this quadrant, you are an intrinsically strong, direct and assertive communicator, unafraid of confrontation and are highly competitive. You appreciate brevity in details and exhibit a language that is more performance- than emotionally-based. You move and speak quickly, have more formal body language (handshake instead of hug), base responses and actions on fact (thinking), and are more independent and self-reliant.

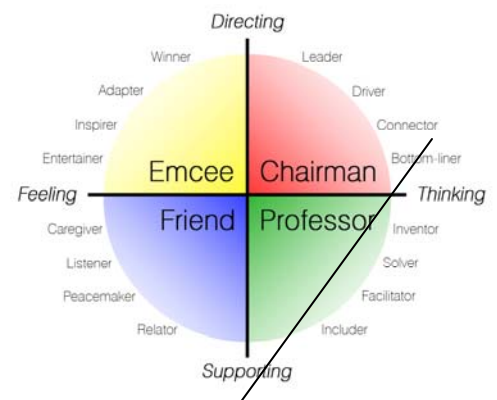
If you test strongly in this quadrant, you are most comfortable and effective in roles that think (more than feel) and direct and take charge (more than support and follow).

### Professor:

If you scored high in the *Professor* quadrant you are a dominant thinking and supporting (working with others) type of employee. You are natural learners, teachers and advance performance by working in a thoughtful way with others.

**Roles that are well matched to talents that are exhibited in the Professor quadrant include educators, instructors, intellectual-age managers, engineers, architects, scientists, accountants, IT, journalists, bloggers, and others who focus on details, analysis, and shared information.**

If you test strongly in this quadrant, you are logical, detail-oriented, though an indirect communicator; you are openly aware of the feelings, perspectives, and attitudes of others. You have a language of, and preoccupation with details, precision, organization, and completeness. You exhibit a more formal body language and more distance in proximity (handshake, greater distance with personal space).



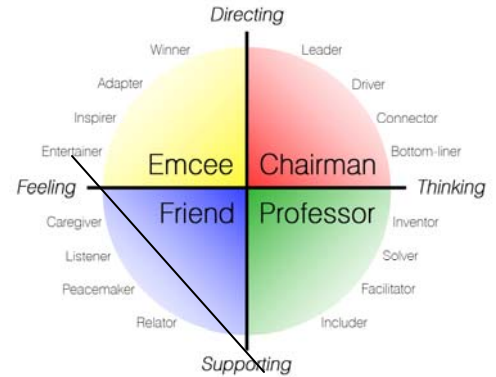
If you test strongly in this quadrant, you are most comfortable and effective in roles that think (more than feel) and support and work with others (than take charge and direct).

**Friend;**

If you scored high in the *Friend* quadrant, you are a dominant emotional decision-maker and supporting (relationship-oriented) type of employee. You are a natural relationship builder, you read and understand others well, and are an intrinsically good listener and communicator. **Roles that are well matched to talents that are exhibited in the Friend quadrant include service, retail, healthcare, mentoring, human resources, teachers (elementary), and support roles.**

If you test strong in this quadrant, you are generally are thoughtful, caring, and empathic. As an indirect communicator, you are openly aware of, and receptive to, the feelings, thoughts, and emotions of others. You can be readily identified by your language of feelings and emotions, a more informal and close proximity body language (hug, touch), and a more reserved, kind, and quiet demeanor. You develop strong relationships and use these relationships to perform.

If you test strongly in this quadrant, you are most comfortable and effective in roles that feel (more than think) and support and work with others (than take charge and direct).

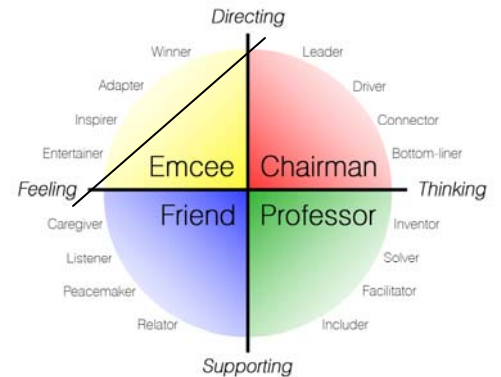


**Emcee:**

If you scored high in the *Emcee* quadrant, you are a dominant emotional decision-maker whose approach to performance is more directing (self) than team-based. Center stage is a comfortable place for all of the four talents presented in the Emcee quadrant. Your decisions are made many times by intuition and feelings instead of by empirical thinking; you are comfortable with their emotions and feelings.

**Roles that are well matched to talents that are exhibited in the Emcee quadrant include sales, retail, performance artists, travel and leisure roles, and support roles that involve a variety of people and are fun.**

If you test strong in this quadrant, you are generally thoughtful, open, and honest with your feelings and emotions. As direct communicators, you comfortably say what you think. You exhibit upbeat, positive, and encouraging communication; you focus on fun, entertainment, and having a good time and want roles and responsibilities that reflect this. You can be readily identified by your emotional, optimistic, and playful language, and close and engaging body language. You can easily take charge and are more solo performer who achieve by connecting emotionally with others.



If you test strongly in this quadrant, you are most comfortable and effective in roles that feel (more than think) and direct and take charge (more than support and follow).

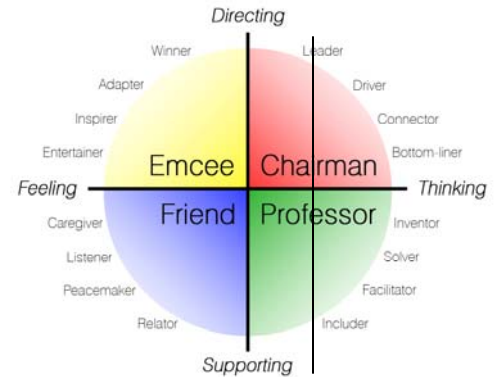
The same type of analysis can be done with the axes instead of the quadrants.

### Focus on Thinking:

If your highest scores were for *Chairman* and *Professor*, you are most talented in roles that think, evaluate, measure and assess. Details are important; precision is important.

Roles that benefit from strong thinking are:

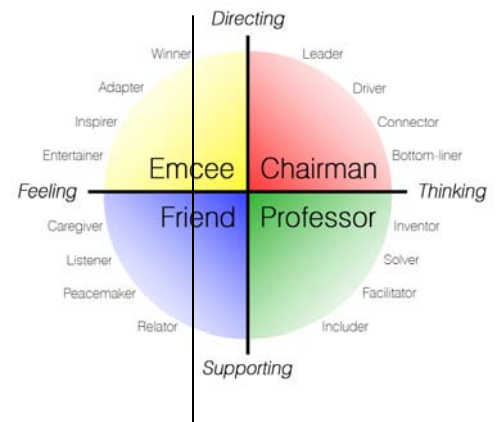
- Leaders, managers
- Law enforcement
- Entrepreneurs
- Administrators
- Accountants, financial roles
- Educators, teachers, business facilitators
- IT, technology development
- Scientists, architects, medicine, pharmacology
- Journalists, writers
- Trade employees (carpenters, electrician, etc)
- Attorney, lawyer
- Engineers, technicians
- Lifeguard, safety roles, drivers



### Focus on Feeling:

If your highest scores were for *Emcee* and *Friend*, you are most talented in roles that focus on relationship building and human contact. Emotions are important; feelings matter. Roles that benefit from a strong feelings perspective include:

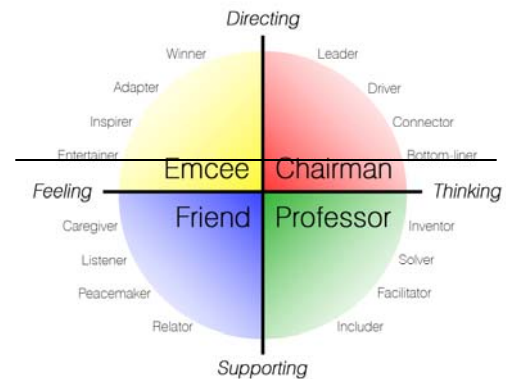
- Sales, inside sales, retail and service
- Healthcare
- Human Resources, mentoring, coaching and development
- Teachers (elementary)
- Performance artists, actors
- Travel and leisure roles, hotel and resort support
- Guidance counselor, all counseling
- Career development



### Focus on Directing:

If your highest scores were for *Emcee* and *Chairman*, you are most talented in roles that direct, take charge and are personally driven. Driving events, making things happen and creating results are important; being visible and being in control are important. Roles that benefit from a strong directing perspective include:

- Leadership and management
- Entrepreneurs
- Solo performers including consultants
- Politicians and committee chairpersons
- Law enforcement
- Administrators
- Business owners
- Performance artists, musicians
- PR/Marketing



### Focus on Supporting:

If your highest scores were for *Professor* and *Friend*, you are most talented in roles that support others, work with others, and help others achieve. Teaching, supporting and encouraging are important. Roles that benefit from a strong supporting perspective include:

- Educators of all types
- Human resources and departments or organizations that focus on employee education and development
- Medical, nursing, rehabilitative services, nursing home employees, hospice or long term care
- Accountants and auditing, business consulting
- IT, technology development and implementation
- Inside sales, service employees and roles that connect on the phone or face to face with customers (call center)
- Real estate agent, car, large appliance salesperson
- Musician
- Writer, journalist
- Architects, designers, landscapers
- Veterinarian, animal care
- Manufacturing or assembly employee
- Hotel service, maintenance
- Business and athletic coaching

