COACHING TO NEEDS

SOCIAL ENERGY (38/ 17)
Sociability, approachability, and preference for group and team participation
Likes to think and work independently and enjoys working alone; and needs to be free from constant social demands and group pressures.

PHYSICAL ENERGY (76/ 41)
Preferred pace for action and physical expression of energy
Likes to be very active and displays a high energy level; but needs an environment that offers opportunity for reflection as well as stimulating action.

EMOTIONAL ENERGY (64/ 64)
Openness and comfort with expressing emotion
Prefers to be sensitive and sympathetic to the feelings of other people; and needs the support of an environment that is genuinely sensitive to people's feelings.

SELF-CONSCIOUSNESS (21/ 14)
Use of sensitivity when communicating with others
Prefers to be direct and straightforward and is matter-of-fact; and has a need for people to be frank and candid in return.

ASSERTIVENESS (87/ 75)
Tendency to speak up and express opinions openly and forcefully
Likes to be self-assertive and actively enjoys supervising and directing others; and needs opportunities for forceful self-expression against a background of firm direction and control.

INSISTENCE (76/ 42)
Approach to details, structure, follow-through, and routine
Prefers organizing work according to some definite plan and values system and order; but needs to be offered some opportunities for personal initiative as well as organizational support.

INCENTIVES (71/ 34)
Drive for personal rewards or preference to share in group rewards
Prefers to be competitive and resourceful; but nevertheless needs in general assignments which encourage a trusting, team-based approach.

RESTLESSNESS (90/ 6)
Preference for focusing attention or changing focus and seeking varied activities
Likes to introduce a good deal of variety and novelty into personal routine; but needs a minimum of such change imposed by the environment or by other people.

THOUGHT (62/ 62)
Decision-making process and concern for consequences in making the right decision
Likes to consider all possible alternatives before committing to a decision; and needs to be offered plenty of time for decisions.