



REALISTIC (Gold Cards)

SKILLS

Command: to order others

Cultivate: to grow plants

VALUES

Adventure: exciting or dangerous experiences

Common Sense: the opinions of ordinary people

Concrete thinking: structured, clearheaded

Dependability: reliable

Function: how things work

Persistence: continuing without change in function

Tangible results: having a physical outcome of a project

Tradition: beliefs or customs passed down from generation to generation

Workmanship: the art or skill of a craftsman

TRAITS

Cautious: proceed carefully

Down-to-earth: practical

Frank: blunt, forthright

Loyalty: faithful

Persistent: to continue regardless of difficulty

Reliable: dependable

Self-reliant: having confidence in one's own judgment

Sensible: having good sense or reason, rational

Stable: firmly established, not changing

INVESTIGATIVE (Orange Cards)

SKILLS

Analyze: to examine something complex

Draw conclusions: arriving at a judgment based on information

Evaluate/diagnose: draw a conclusion / to recognize the cause of something

Observe: to watch carefully, inspect

Reasoning: to justify or support with reasons

Research: to search or investigate

VALUES

Abstraction: difficult to understand; expressing a quality apart from an object

Complexity: hard to separate, analyze, or solve

Discovery: to obtain sight or knowledge of for the first time

Exploration: to travel over new territory, to look into

Innovation: the introduction of something new; a new idea, method, or device

TRAITS

Analytical: separating something into parts

Autonomous: capable of existing independently

Critical: to judge

Diligent: steady effort

Logical: capable of reasoning

Methodical: working to a carefully followed plan

Observant: paying strict attention

Rational: having reason; reasonable

Reserved: guarded words and actions

Thorough: carried through to completion

ARTISTIC (Pink Cards)

SKILLS

Conceptualize: to form an abstract idea

Perceive intuitively: attaining direct knowledge without rational thought, a hunch

Visualize: to see or form a mental image

VALUES

Aesthetics: appreciation of beauty

Being unconventional: out of the ordinary

Intuition: quick and ready insight

Sensitivity: delicately aware of the attitudes and feelings of others

TRAITS

Idealistic: the practice of living a standard of perfection, beauty or excellence

Impulsive: acting without thinking

Insightful: to understand the true nature of a thing

Introspective: examination of one's own thoughts and feelings

Perceptive: keen insight or understanding

Spontaneous: done freely without effort, unplanned

SOCIAL (Purple Cards)

SKILLS

Counsel: give advice

Facilitate: to make easier, help bring about or together

Nurture: to promote the growth, to comfort

INTERESTS

Advocate for social causes: pleads the cause of another

VALUES

Affiliation: to bring into close connection as a member

Consensus: a general agreement

Cooperation: association of persons for common benefit; common effort

TRAITS

Considerate: thoughtful of the rights and feelings of others

Enthusiastic: strong excitement of feeling

Patient: not hasty; willing to bear trials without complaint

Sincere: honest, genuine, authentic

Tolerant: sympathy for beliefs or practices differing from or conflicting with one's own

ENTERPRISING (Blue Cards)

SKILLS

Liaison: establishing and maintaining mutual understanding and cooperation

Mediate: to reconcile differences

Negotiate: to bring about through discussion and compromise

Supervise: oversee others, in charge

VALUES

Achievement: a result gained by effort, a great or heroic deed

Authority: an individual cited as expert

Competition: a contest between rivals

Justice: conformity to truth, fact, or reason

Mastery: possession of great skill

Profit: a valuable return

Recognition: favorable notice of of an act

Status: rank in relation to others; prestige

TRAITS

Ambitious: having a desire to achieve a particular goal

Assertive: bold or confident

Confident: characterized by assurance

Decisive: having the power or quality of deciding

Dynamic: marked by usually continuous and productive activity

Eager: marked by enthusiastic or impatient desire or interest

Resilient: tending to recover from or adjust easily to misfortune or change

CONVENTIONAL (Green Cards)

SKILLS

Classify: to assign to a category

Estimate: to judge tentatively or approximately the value, worth, or significance of

Expedite: to execute promptly; speed up

Implement: one that serves as an instrument or tool

Monitor: one that warns or instructs

INTERESTS

Quality Control: to maintain consistent standards

TRAITS

Conscientious: governed by one's conscience; careful, considerate

Consistent: having regularity, or to be steady; free from variation or contradiction

Efficient: productive without waste

Modest: neither bold nor self-assertive

Persevering: to continue in spite of opposition or discouragement

Practical: more concerned with action instead of ideas