

WINSLOW TRAITS QUICK REFERENCE GUIDE

Interpersonal Traits *"How I Interact With People"*

Potential Pitfalls of Low Scores	Influential Low (1-3)	Influential High (8-10)	Potential Pitfalls of High Scores
SOCIABILITY			
May avoid interaction with others	Introverted; more comfortable with things than with people	Extroverted; prefers & enjoys interaction with others	May have a hard time being alone; may prefer to socialize and avoid responsibilities
RECOGNITION			
Careless about manners and personal reputation	Unconcerned with the opinions of others; likely to miss social cues	Motivated by approval and the desire to be viewed as socially acceptable	Can allow confidence and motivation to originate from external sources
CONSCIENTIOUSNESS			
May be oblivious to the needs and desires of other people	Likely to act selfishly	Selfless; motivated by duty; focused on the needs of others	Can ignore personal needs; motivated by rules
EXHIBITION			
Deliberately avoids attention	Private, reserved, does not desire to be the center of attention	Consistently seeks attention; desires to be in the 'spotlight'	Attention-getting behavior may be socially inappropriate or clownish
TRUST			
May be suspicious or cynical; others are labeled 'untrustworthy'	Consistently questions the motives of other people	Optimistic; usually assumes the best about people	May be naive & gullible
NURTURANCE			
May be perceived as harsh or uncaring	Unconcerned with the needs of others	Sympathetic; compassionate; caring	May spend excessive time/energy focused on others' problems

WINSLOW TRAITS QUICK REFERENCE GUIDE

Organizational Traits

"How I Handle Tasks and Responsibilities"

Potential Pitfalls of Low Scores	Influential Low (1-3)	Influential High (8-10)	Potential Pitfalls of High Scores
ALERTNESS			
Unlikely to fully consider the implications of a decision	Concrete thinker; needs time to formulate a response; prefers simple rather than complex	Abstract; conceptual thinker	May be perceived as intellectually arrogant.
STRUCTURE			
Unable to plan or strategize; easily overwhelmed by excessive information	Scattered thinking process; mentally disorganized	Organizes thoughts quickly; needs an exacting, precise environment	Perfectionistic; may seem robotic or transactional
ORDER			
Clutter can drain energy and sap efficiency	Maintains a disorganized physical environment	Systematic; methodical; tidy	Hyper attentive to detail; may impose these standards on others
FLEXIBILITY			
Rigidity will likely impede personal & professional progress	Resists change; very comfortable with routine	Adaptable; versatile	Constantly seeking change for its own sake, therefore unable to maintain consistent standards
CREATIVITY			
May miss opportunities to improve; unable to accept alternative solutions	Practical, pragmatic	Innovative, theoretical, experimental	May be impractical; may sow discontent; easily becomes bored
RESPONSIBILITY			
Highly defensive; unaccountable	Quickly finds fault with others; blames circumstances for personal ineffectiveness	Highly accountable	Guilt-prone; may artificially excuse poor performance in others

WINSLOW TRAITS QUICK REFERENCE GUIDE

Dedication Traits

"The Fundamental Motivators of My Personality"

Potential Pitfalls of Low Scores	Influential Low (1-3)	Influential High (8-10)	Potential Pitfalls of High Scores
AMBITION			
Complacent; highly unmotivated	Very little ego is invested in personal achievement; non-competitive	Competitive; strong desire to win	Drive to succeed may intimidate others
ENDURANCE			
May lack follow through; easily burned out; lacks perseverance	Low energy; worn out easily	Dedicated; determined; energetic; able to maintain a sustained effort	May invest excessive amounts of energy in a failed endeavor
ASSERTIVENESS			
Misses opportunities to contribute; fails to enlist the support of others	Unwilling to influence others; consultative communication style	Strong ability to persuade; outspoken; takes initiative	May be headstrong; authoritarian; arrogant; being "right" may become too important
BOLDNESS			
Excessive aversion to risk; overly shy	Conservative; cautious	Fearless; eager for new adventures; willing to take social risks; daring	Can be perceived as pushy, reckless, and ignorant of danger
COACHABILITY			
May be unreceptive to helpful advice; likely to act in a contrarian manner	Rebellious; challenges authority	Respects authority; takes constructive criticism well	May be blindly submissive to authority
LEADERSHIP			
Fears being seen as authoritarian	Prefers to follow rather than to lead	Enjoys responsibility of being in charge; quick to take control	May have difficulty being led or being a good team member

WINSLOW TRAITS QUICK REFERENCE GUIDE

Self-Control Traits

"My Level of Emotional Maturity and Stress Management"

Potential Pitfalls of Low Scores	Influential Low (1-3)	Influential High (8-10)	Potential Pitfalls of High Scores
SELF-CONFIDENCE			
Can become paralyzed by insecurity	Lacks faith in personal skills, knowledge and/or experience	Strong belief in personal identity and self-efficacy	May over-promise and under deliver; may have excessive belief in self
COMPOSURE			
Volatile personality will likely negatively affect personal performance	Temperamental; poor emotional management	Handles stress well; keeps emotion in check; rarely allows feelings to negatively affect performance	Can be emotionally inaccessible; hard to read; may suppress emotions
TOUGH-MINDEDNESS			
Easily takes offense when none is intended; requires strong positive encouragement	Easily deterred, tender-hearted, sentimental	Can handle brutal criticism, recovers quickly from setbacks and dissapointments	May be insensitive or callous to the needs of others
AUTONOMY			
Dependent on excessive levels of consensus; likely to be indecisive	Strongly prefers to work on teams rather than independently	Self-governing; prefers independence; self-reliant	May be insubordinate or rebellious when freedom is curtailed; strongly unwilling to work with others
CONTENTMENT			
Pessimistic; depressed	Generally unhappy with most circumstances	Grateful; satisfied; remains happy despite setbacks	Can be artificially complacent
CONTROL			
Fails to consider consequences before acting	Acts impulsively	Deliberate; analytical; hesitant	May be indecisive; likely to procrastinate