

Alicia Uses Her Personality Strengths Assessment (PSA)© to Consider Whether or Not She Wants to Negotiate a Negotiate a New Job Offer.

Personality Strength	Her Rank in the US Population	How I can intentionally apply my personality strengths to decide my next career step
1. Theoretical Value	96%	I examine all options and select the best ones. If I change companies I will have to interview with a lot of them to be sure that I am making the right change. I know a lot about this company. How will I find out all that I need to know about each company that interests me?
2. Achievement	95%	I do my best no matter what job I have.
3. Social Value	91%	I am kind, sympathetic and unselfish. How will I find out if a company that I interview with values this? They do here.
4. Autonomy	90%	I use this ability to run a project by myself. Will a new company give me the autonomy I need and have here?
5. Tendency to Read Feelings	83%	This strength is invaluable with the people I supervise now. I need to work at a company that does value people's feelings.
6. Ability to Ask for Help	81%	I respect what people know, I ask for their help, and they want to give it to me. Here I know who to ask for what.
7. Feelings of Guilt	80%	If I do something wrong, I feel bad and change what I do.
8. Feelings of Inferiority	80%	Really conscientious people can be self-critical. I am conscientious, and I am working on stopping this tendency.
9. Economic Value	75%	I do value money; but I value what is above this trait more. At a new company will money be the only game?
10. Endurance	75%	When I get tired, I remember that I have this ability.
11. Sexuality	75%	I can work with men as well as with women.
12. Thoughtfulness /Reflectiveness	65%	I think a subject through carefully before I make a decision. Will I even think of all that I need to consider at a new place?
13. Aggression	55%	I can defend my decisions and speak out if necessary.
14. Social Boldness	55%	I meet people easily. So I would get to know people pretty easily in a new place.
15. Nurturance	50%	I combine this with 3. and 5. to create a caring climate. A company with a reputation for not really caring about their employees just offered me a job for more money than I am making now plus a signing bonus. It is a really good offer!
16. Restraint/Seriousness	50%	I can be careful in deciding what I do.
17. Aesthetic Value (Harmony)	40%	Art is not a driving force for me. I use 3., 5. and 15. to create a caring climate Harmony based on balance is not my method.
18. Exhibition	35%	I let others have the spotlight when that is important.
19. Traditional Female View	35%	I do not let the fact that I am female hold me back from accomplishing what I decide to do.

20. Cooperativeness	30%	Negotiation requires considering everyone's needs, and I do that.
21. General Activity/Energy	30%	Do I wear myself out by working too hard and too many hours?
22. Optimism	30%	Hmm. If I do wear myself out working too many hours, does that affect my thinking here? I think I will do less overtime and see if this goes up.
23. Political Value	30%	I do not think being self-important is a good trait for a leader of people.
24. Religious Value	25%	I am more interested in how I treat people around me than in religious doctrine.
25. Friendliness/Agreeableness	20%	Agreeable to what? I examine a subject closely before I agree to do something.
26. Objectivity	20%	My feelings (not facts) tell me what works for me. This is a good combination with 1.
27. Social Interest	20%	Now that I have gotten my college degree and don't have to work and go to school I might have time to be more social.
28. Change	16%	What I am doing is working. So when it quits working I will look at change.
29. Order	16%	This is low on my choice of coping strategies because I do it automatically.
30. Deference	12%	This is a surprise. I care what happens to people. Do I design what I think will be good for them without getting enough of their input? Hm. I'll ask my team about that.
31. Dominance	12%	How I lead: I think of the best program design (99%), set a high goals (98%), read other's feelings (84%), and delegate authority. Then I get out of other people's way. Most people who report to me like to figure out what to do by themselves.
32. Affiliation	3%	I might want to join a common interest group now that I am not working and going to school at the same time.

Blue = Coping Strategies

Green = Temperament Assets

Red = Value

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