

Edward Uses His Personality Strengths Assessment (PSA)© to Consider Whether or Not He Wants to Negotiate a New Job Offer.

Personality Strength	Edward's Rank in the US Population	How I can intentionally apply my personality strengths to decide the next career step.
Dominance	99%	People just listen to me. I'm not sure why. I know the power structure here. Walt coaches me when I step on someone's toes here. Will I have a mentor if I take a job at another company? If so, will s/he be as good as Walt is for me?
Political Value	99%	I have impressive personal power, and yet
Social Interest/Sociability`	99%	I am also very sociable – people just like me. It would be fun to meet all new people at a new company – Wow!
Exhibition	98%	I am good at telling funny stories and clients find me entertaining. I could tell all my stories to a new audience!
General Activity/Energy Level	98%	I have a high activity level – somehow I energize people. I have learned a lot here about how to energize people. I could show up and really be dynamite at a new company.
Sexuality	98%	I work well with women management, support staff and clients. I get that there can be disadvantages to dating someone where I work. There is a new gal Rebecca here. If I went to another company I could ask her out without that conflict. Hm.
Restraint/Seriousness	95%	This surprises me. Before I say something I do think “What will everyone think about that?” I thought everyone did that. Guess I learned that from my dad without realizing that I do that automatically. Thanks, Dad.
Social Boldness	95%	When I decide to meet someone I just say walk up and say “Hi.” Doesn't everyone do that? I guess not. I think I learned that from my mom. Thanks, Mom.
Economic Value	91%	I love selling people things. So I bring in a lot of money. Am I making enough money here for what I produce? That's the central question, isn't it?
Achievement	90%	Sales is just so much fun! And when I don't know something
Ability to Ask for Help	85%	I ask someone who does. How difficult is that? People are always willing to help me here – it's just a part of the company culture. How would I know if that is a part of the company culture in a new company?
Friendliness/Agreeableness	80%	I give my customers what they want. Production will figure out how to give them what I promised. Sometimes I get into trouble for that. If I go to another company I will have to start over making friends in production to get what I want. That that takes a lot of time.
Endurance	80%	I stay right with the prospect. Keep learning what s/he wants. If I went to another company I would lose all of the good client base I have worked so hard to build.
Theoretical Value	55%	Then I develop Product Options A., B., C. and D. until s/he just has to have one of them. See, sales is easy. But if I went to

		a new company I would have to learn their products. Then work with production to develop new product options. Hm..
Objectivity	50%	I am objective – what the client thinks is as important as what s/he feels. Then, I develop Product Options. If I am selling to a man or a woman I know how to approach either one.
Thoughtfulness/Reflectiveness	50%	
Traditional Male View	50%	
Aggression	45%	A direct, frontal attack is not my style. Pleasing the client is.
Deference	45%	I will consider another's opinion when s/he has earned my respect. I know who I trust and respect here. At the new company I would have to figure this out again. It takes time to learn who knows what they are doing.
Autonomy	40%	I like making decisions with other people. To make the sale I need for everyone to do his or her part. How do I know that guys in production at another place will work with me as well as the guys here do? The guys here somehow manage to produce whatever I sell. Would they do that at another company?
Cooperativeness	40%	I am careful about what I need in place before I agree to cooperate. Negotiating is fun. It takes time to learn which negotiating tactics work best with which people. I know what works in negotiation with people here.
Optimism	40%	Sales is fun, but am I wearing myself out? Do I expect results before they have time to happen? Am I considering other companies partly because I need to slow down – not because I need a change? Going somewhere else means putting in more effort before I get the results I am getting here.
Social Value	35%	Let's see. This means giving back to society. Hm. I'll have to think more about that before I know what I want to do.
Nurturance	20%	Hm. What does this tell me?
Order	20%	That's about right. I have a good support staff here to carry out the details after I make the decisions. How will the support staff be at the next company?
Tendency to Read Feelings	16%	How could intentionally working on raising this help me?
Aesthetic Value (Harmony)	15%	That's about right. Harmony is really not very important to me.
Affiliation	15%	I am not much for joining groups. I might consider joining a common interest group.
Change	14%	Why would I want to change anything? I'm doing great! Or could I do even better at another company?
Religious Value	5%	Hm. What do I make of this?
Feelings of Guilt	1%	Rather than focus on feeling guilty perhaps I can ask, "What can I learn here that will help me?"
Feelings of Inferiority	1%	These are not very helpful anyway. What does this tell me?

Blue = Coping Strategies	Green = Temperament Strengths	Red = Values
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