

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.
2. Achievement	95%	I give my best no matter what job I have.
3. Social Value	91%	I am kind, sympathetic and unselfish.
4. Autonomy	90%	I use this ability to run a project by myself.
5. Tendency to Read Feelings	83%	This strength has been invaluable all the years at this company. It has helped me work with my staff to meet and exceed company performance goals.
6. Ability to Ask for Help	81%	I respect what people know, so when I ask for their help, and they want to give it to me.
7. Feelings of Guilt	80%	If I do something wrong, I feel bad and change what I do.
8. Feelings of Inferiority	80%	I have been battling this. As I move higher in the company this will drop. Understanding this struggle helps me be empathic with others who have it – and help them.
9. Economic Value	75%	I do value money; but I value what is above this trait more.
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.
13. Aggression	55%	I can defend my decisions and speak out if necessary.
14. Social Boldness	55%	I meet people easily.
15. Nurturance	50%	I combine this with 3. and 5. to create a caring climate. Our company has a reputation for really caring about their employees. I can stay at a company that does that.
16. Restraint/Seriousness	50%	I think carefully about the decisions that I make.
17. Aesthetic Value (Harmony)	40%	I am focusing on learning the business at all levels. If harmony becomes an issue in a group of people I manage them I will focus on harmony.
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. I will cooperate after I see that criteria met.
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 get more rest and see if this goes up.

23. Political Value	30%	I do not think being self-important is a good trait for a vice president running a profit center.
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%	I have made friends across the years by meeting people through people I already knew. I could give more parties.
28. Change	16%	What I am doing is working. So why would I change?
29. Order	16%	People do this for me.
30. Deference	12%	I ask people's opinions. I do not, however, follow anyone's advice unless I think it has real value.
31. Dominance	12%	How I lead: I think of the best program design (99%), set 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.

Blue = Coping Strategies	Green = Temperament Assets	Red = Value
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