



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