

	Person score										Expectation	
Comprehending the whole project to the last detail:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Participating in implementing the project routines:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Planning of the daily project tasks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Steady and exact following of the project instructions:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Diverse, task-focused interactions with others:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Organizing and completing daily activities:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Persistent solving of difficult logical problems:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Repetitive duties that require concentration and accuracy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Being flexible in adapting to changes and setbacks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ensuring all details are in place before taking action:	-5	-4	-3	-2	-1	0	1	2	3	4	5	45%
Reacting quickly and decisively to unexpected changes and events:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Clear and fact-based communication:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Active listening, paying attention to understanding everything:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Wanting to proceed logically and calmly:	-5	-4	-3	-2	-1	0	1	2	3	4	5	45%
Finding the details that are in error when handling customer complaints:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Straight-forward and to the point customer contacts:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Acquiring and applying information quickly:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Avoiding mistakes in details:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Analyzing and researching complicated matters:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Being able to receive detailed feedback on how could improve his/her performance:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Being detail-oriented and thorough:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Connecting data with goal and learning what needs to be done next:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Evaluating and analyzing a range of alternatives before making a decision:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Focusing on facts while working step-by-step toward a goal:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%

Long-term planning of details:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Motivating by being knowledgeable and systematic:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Stepping back from the facts and details to comprehend the big picture:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Strong emphasis on managing details and finding ways to improve them:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Being willing to both share and accept ideas in solving problems:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Checking every detail when making decisions under pressure:	-5	-4	-3	-2	-1	0	1	2	3	4	5	45%
Finding a balance between people and facts when making a decision:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Making a decision based on logical analysis instead of emotions:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Making fast decisions based on achieving goals:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Making logical decisions by linking it to previous and future decisions:	-5	-4	-3	-2	-1	0	1	2	3	4	5	45%
Making sudden and emotional decisions when under pressure:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Requiring all the details as well as being able to make quick decisions:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Solving problems independently:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Facing a tough and competitive environment:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Knowing when to analyze and when to act:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Action oriented learning:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Fact-based learning:	-5	-4	-3	-2	-1	0	1	2	3	4	5	45%
Learning by sharing ideas:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Step-by-step learning:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Achieving results through and with people:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Approaching everyone with dignity and respect:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Building lasting relationships with people in the organization:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Communicating detailed requirements in positive manner:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Providing very detailed instructions:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Simplifying complicated matters:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Assuring and checking the quality of activities:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%

Conducting systematic processes to guarantee quality:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Demonstrating compliance and aiming for high standards:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Detailed planning of rules for quality management:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Exact following of quality standards:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Maintaining strong control over following of agreed upon processes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Progressing in a stable and planned manner:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Staying focused on quality when developing systematic processes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	45%
Actively and constructively dealing with conflict:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Actively listening to the prospect's/customer's needs:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Aligning an existing product to buyer's needs :	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Communicating actively in an expert, not a sales role:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Consistently maintaining positive outlook:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Courageous expression of own opinions and ideas to a customer:	-5	-4	-3	-2	-1	0	1	2	3	4	5	45%
Managing emotions to remain calm when meeting resistance:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Persistently asking questions to uncover hidden needs:	-5	-4	-3	-2	-1	0	1	2	3	4	5	45%
Being alert to one's own mistakes and willing to fix them:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Being mindful of one's style and its impact:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Being willing to accept and share personal learning goals:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Being neglected:	-5	-4	-3	-2	-1	0	1	2	3	4	5	10%
Inability to make decisions:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Losing position in the limelight:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Unorganized way of working:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Always fears the worst:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Becomes impatient:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Becomes irritated, inflexible, blunt and demanding:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%

Is overly interested in the opinions of others:	-5	-4	-3	-2	-1	0	1	2	3	4	5	45%
Is too interested in what other people think of him/her:	-5	-4	-3	-2	-1	0	1	2	3	4	5	45%
Procrastinates and finds excuses:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Seeks attention everywhere:	-5	-4	-3	-2	-1	0	1	2	3	4	5	45%
Wants to take action without being sure what is the best thing to do:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Allow enough time to discuss the situation:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Create a predictable, familiar and safe environment:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Allow possibility to talk about the problem from different angles:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Exact following of rules and instructions:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Give more room to solve the problem independently:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Provide information, feedback and clear instructions:	-5	-4	-3	-2	-1	0	1	2	3	4	5	45%
Provide an opportunity to operate independently:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Write down clearly what you expect from this person:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Being well-organized planner:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Constructively solving daily routine problems:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Creating processes that move forward logically:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Developing the current system thoroughly based on the needs of people:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Making plans with detailed goals, responsibilities and milestones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Organizing and guiding of the daily activities:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Independent, logical planner:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Conducting repetitive tasks efficiently:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Effective multi-tasking:	-5	-4	-3	-2	-1	0	1	2	3	4	5	45%
Getting started without instructions:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Identifying the goal and then taking quick and decisive steps to achieve it:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Ignoring unnecessary details:	-5	-4	-3	-2	-1	0	1	2	3	4	5	45%
Initiating communication and simultaneously focusing on details:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%

