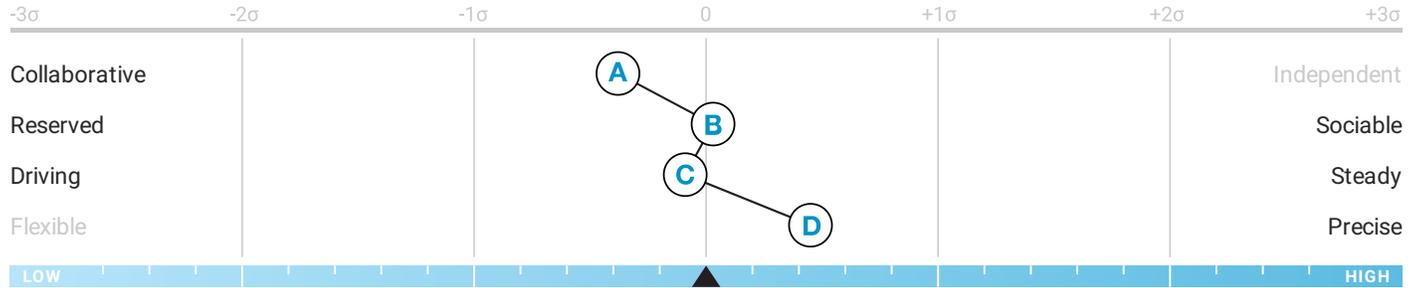




Karman Hotchkiss
Guardian

A Guardian is unselfish and approachable with a preference for detailed, skill-based work.

Behavioral



M: 52

<p>D Formality</p> <p>Precise</p> <p>Is moderately... Serious Diligent Reserved</p> <p>Needs some... Understanding of rules and regulations Specific knowledge of the job Freedom from risk of error</p>	<p>A Dominance</p> <p>Collaborative</p> <p>Is moderately... Cooperative Accepting of company policies Accommodating</p> <p>Needs some... Encouragement Reassurance Harmony</p>	<p>C Patience</p> <p>Driving</p> <p>Is moderately... Agreeable and Intense Patient and Restless Stable and Driving</p> <p>Needs some... Balance of: Long-term affiliation and Variety Ability to work at a steady pace and Opportunities to work at a faster than average pace Familiar surroundings and Mobility</p>	<p>B Extraversion</p> <p>Sociable</p> <p>Is moderately... Outgoing and Introspective People oriented and Matter-of-fact Persuasive and Analytical</p> <p>Needs some... Balance of: Opportunities to interact and Opportunities to reflect Social acceptance and Room for introspection Opportunities to influence and Freedom from office politics</p>
<p>D over A</p> <p>Cautious with risk</p> <p>Cooperative Supportive Willing and helpful</p>	<p>D over C</p> <p>Careful with rules</p> <p>Accurate Thorough Methodical</p>	<p>D over B</p> <p>Formal</p> <p>Formal Social Proper</p>	
<p>B over A</p> <p>People-oriented</p> <p>Friendly Quiet Unassuming</p>	<p>A = C</p> <p>Proactive or responsive</p> <p>Situationally proactive or responsive</p>	<p>B = C</p> <p>Time to connect</p> <p>Situationally quick or takes time to connect</p>	