

## Values

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achievement	emotional health	intuition	productivity
action	environmental	involvement	progress
adventure	sustainability	joy	purpose
affection	equality	justice	quality
appearance	established	knowledge	recreation
approval of others	norms	law	relationships
autonomy	excellence	learning	relaxation
balanced life	excitement	leisure	religion
beauty	expertise	love	responsibility
career	expression	loyalty	romance
challenge	extroversion	manners	routine
change	fairness	marriage	safety
children	fame	materialism	security
civil rights	family	meaningful work	self-actualization
civility	financial security	money	self-respect
cleanliness	free choice	music	serenity
common sense	free thinking	nature	sexual fulfillment
community	free time	non-violence	simplicity
community service	freedom	order	sincerity
competition	friendship	passion	single life
conformity	frugality	patriotism	skill
congruency	generosity	peace	social change
conservation	goals	peace of mind	social justice
contribution	happiness	people	social status
cooperation	health	perfection	socializing
courage	hobbies	personal growth	solitude
creativity	home	philanthropy	sophistication
culture	honesty	philosophy	spirituality
development	human dignity	physical activity	spontaneity
discipline	human potential	physical beauty	stability
diversity	humility	physical	status
earth	independence	challenge	success
education	inner harmony	physical fitness	tradition
effectiveness	integrity	pleasure	travel
efficiency	intellectual	political activism	truth
effort	challenge	popularity	variety
emotional expression	intelligence	possessions	wealth
	intimacy	potential	work
	introspection	power	
	introversion	privacy	

## Characteristics

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accepting	discriminating	intelligent	reflective
active	dominant	intuitive	relaxed
adaptable	down to earth	judging	reliable
adventurous	eager	kind	reserved
affectionate	easy-going	logical	resourceful
altruistic	educated	loving	respectful
ambitious	elegant	loyal	responsible
assertive	emotional	mature	secure
athletic <sup>?</sup>	empathic	mellow	self-controlled
attractive	energetic	methodical	selfless
beautiful	enterprising	mild	self-reliant
bold	entertaining	modest	sensible
bright	enthusiastic	moral	sensitive
calm	expressive	motivated	serious
carefree	fair	mysterious	sincere
careful	faithful	natural	skillful
caring	firm	neat	sociable
charitable	flexible	nice	spiritual
charming	focused	non-judgmental	spontaneous
charismatic	forceful	non-superficial	stable
cheerful	forgiving	open-minded	strong
clever	forthright	optimistic	supportive
committed	friendly	organized	sweet
compassionate	frugal	original	sympathetic
competent	fun-loving	out-going	tactful
competitive	generous	patient	thoughtful
confident	gentle	peaceable	thrifty
congruent	genuine	perceptive	tidy
conscientious	goal-oriented	perseverant	tolerant
considerate	graceful	philosophical	tough
consistent	grateful	pleasant	trusting
cooperative	hard-working	popular	trustworthy
courageous	healthy	powerful	understanding
creative	helpful	practical	uninhibited
curious	honest	predictable	unique
daring	humble	principled	versatile
decisive	idealistic	proactive	visionary
deep	imaginative	productive	warm
dependable	independent	purposeful	wild
dignified	industrious	quiet	wise
diplomatic	inner-directed	rational	witty
direct	innovative	realistic	
discreet	insightful	reasonable	

# Skills and Talents

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accuracy	facilitating processes	problem solving
acting	facilitating communication	promoting a positive environment
adapting to change	facilitating understanding	psychic
advising	finding new uses for things	putting people at ease
aesthetic sensitivity	fixing things	public speaking
analyzing problems	following directions	quality control
art	gardening	raising children
assessing resources	giving positive feedback	repairing things
baking	generating new ideas	research
bargain shopping	helping people	resolving conflicts
brainstorming	homemaking	resourceful
budgeting	hunting/fishing	running meetings
building things	identifying problems	science
caring for others	implementing systems	seeing all sides of an issue
caring for animals	inspiring others	seeing connections
carpentry	interpersonal skills	seeing possibilities
changing things	interventions	seeing the big picture
cleaning	intuitive knowledge	selling
coaching	jack /jill of all trades	sensitive awareness of others' feelings
cooking	knowing and following protocol	serving others
comforting others	leadership	sewing
communication	learning new skills	setting up systems
computer literacy	listening	singing
concentration/focus	maintaining systems	spatial relations
coordinating projects/tasks	making connections	speaking
counseling	making decisions	sports
craft work	managing crises	story telling
creative	managing multiple tasks	straightening things up
creating clarity	managing people	strategizing
creating metaphors	manual labor	supervising
creating systems	mechanically inclined	synthesizing information
critiquing	meeting deadlines	teaching
customer service	meeting people easily	team development
dancing	mentoring	team work
decision making	methodical	technology
designing	motivating others	thinking quickly
detail orientation	musical	thoroughness
developing instructional materials	needle crafts	training
developing models	negotiating	understanding complicated ideas
developing theories	observing accurately	versatility
dexterity	organizational development	vision
efficiency	organizing	woodworking
empathizing with others	parenting	working independently
empowering others	persisting	working on a team
entertaining people	persuading	working with machinery
establishing order	physical agility	working with numbers and formulas
establishing rules	physical stamina	working with tools
explaining things	physical strength	working with children
expressing feelings	planning	working with the elderly
appropriately	poetry	working with people
	precision	writing

*Excerpted from Darge (2000)*