

General Traits and Tendencies Scale			
“Wired” for Detail		“Wired” for Speed	
Common Weaknesses	Common Strengths	Common Strengths	Common Weaknesses
	<ul style="list-style-type: none"> • develops a deep understanding of assigned area • pays attention to detail • is thorough, methodical, deliberate, and accurate • has good analytic skills • handles single (often complex) tasks well • good at identifying major problem findings in assigned area • works independently on assigned tasks 	<ul style="list-style-type: none"> • good at conceptualizing what could be done • works quickly and efficiently • has good management skills • handles multiple tasks well • sees the big picture and ties related pieces together • seeks guidance / input from others, and accepts direction well 	
<ul style="list-style-type: none"> • work is often “never” done • becomes possessive of data and work • often won’t seek guidance and direction when appropriate • often not receptive to what others think • has more trouble differentiating what’s important from what’s not (it <u>all</u> matters) • likely to do much more work than needed unless reined in • often reluctant to make decisions / draw conclusions even with considerable evidence • has trouble switching gears between tasks or assignments • likely to get too focused on one area and lose sight of overall purpose or objective • more likely to “lock up” when faced with multiple or difficult issues / decisions 			<ul style="list-style-type: none"> • work done is superficial or oversimplified • more prone to errors, and less likely to catch others’ mistakes • more likely to let others think or do for them • more likely to miss or minimize important findings • more likely / willing to do much less work than needed • often willing to make decisions / draw conclusions based on very little evidence • more likely to bounce from one task to another before work is completed • likely to be so unfocused that things don’t get the attention they deserve • less able to do the deep thinking needed when faced with multiple or difficult issues/decisions