

Scale Definition Summary

HPI-Usual Tendencies

Scales	Regarding:	Lower Score Indicates:	Higher Score Indicates:
Adjustment	Resilience	vigilant, self-aware, urgent; pessimistic, tense, & stress-prone	resilient, optimistic, composed; arrogant & feedback-resistant
Ambition	Drive & Energy	supportive, team-oriented; lower confidence, drive, & initiative	high self-confidence, drive, energy; forceful, may over-compete
Sociability	Social Style	focused, purposeful socially reactive, lower impact social style	socially proactive, team-oriented, distractible, talks more than listens
Interpersonal Sensitivity	Communication Style	direct, frank, straightforward; low touch style & potentially abrasive	diplomatic, warm, friendly; potentially "too soft" with feedback
Prudence	Task- Focus	flexible, ambiguity-tolerant; resistant to supervision & inattentive to details	dependable, process-focused, organized; rigid about details & rules
Inquisitive	Problem-Solving	pragmatic, strong implementer, tactical, & short-term view	strategic, longer-term, big-picture view; low process & execution focus
Learning Approach	Learning Style	hands-on, practical, "just in time" learning style; may seem uninformed	continuous, "traditional," learning style; possibly seems pedantic

HDS-Stress Tendencies

Scales	Lower Score Indicates	→	Higher Score Indicates...Over-use
Excitable	Intense & Energetic	→	Moody, inconsistent, volatile & unpredictable
Skeptical	Perceptive & Insightful	→	Cynical, negative, distrustful & fault-finding
Cautious	Careful & Thorough	→	Risk-averse, overly careful & fearful of failure
Reserved	Independent & Object	→	Socially withdrawn, tough, & uncommunicative
Leisurely	Cooperative & Agreeable	→	Stubborn, privately irritable & passive-resistant
Bold	Confident & Assertive	→	Entitled, arrogant, & overestimates competence
Mischievous	Charming & Interesting	→	Risk-taking, limit-testing & untrustworthy
Colorful	Outgoing & Socially-skilled	→	Attention-seeking, self-promoting & dramatic
Imaginative	Innovative & Creative	→	Eccentric, impractical, & lacking focus
Diligent	Detailed & Conscientious	→	Micromanaging, perfectionistic, & nit-picking
Dutiful	Supportive & Loyal	→	Over-eager to please, deferential, & ingratiating

MVPI-Drivers

Scales	Lower Score Indicates:	Higher Score Indicates:
Recognition	Modesty, "behind the scenes" roles	Public acknowledgment, visibility
Power	Cooperation, democratic decision-making	Authority, top-down influence, impact
Hedonism	Professional, formal work environments	Fun, lighthearted, open minded cultures
Altruistic	Personal responsibility, self reliance	Helping others, coaching, providing service
Affiliation	Privacy, task-focus, minimal interruptions	Networking, relationships, teamwork, belonging
Tradition	Progress, diversity, autonomy	Role clarity, conservative, principled cultures
Security	Risk-taking, limit-testing, experimentation	Structure, order, predictability
Commerce	Cooperation, less focus on bottom line	Making money, focus on bottom line
Aesthetics	Functionality and substance over form	Quality, image, and product "look & feel"
Science	Experience-based, intuitive decisions	Analytics, data-driven decision making