

Scale	Raw Score	Sten	Low score description	STEN										High score description	
				1	2	3	4	5	6	7	8	9	10		
Extraversion	38	3	INTROVERT Reflective, likes to think before acting. Prefers few interests pursued deeply. Needs time for quiet concentration. Enjoys privacy. Appears quiet and reserved to others.	.	— X —				EXTRAVERT Action oriented: do first, think later. Prefers broad range of interests, busy environments, working with others. Tells others own thoughts. Appears open and friendly.
Criticality	41	4	PERSONABLE Makes decisions based on feelings and values of self or group. Likes to fit in. Achieves group goals through harmony. Can show great enthusiasm.	.	.	— X —				LOGICAL Bases decisions on logical and reasoned analysis of facts. Values truth and sticking to principles. Takes a critical stance. Achieves group goals through efficiency.
Organisation	32	3	ADAPTABLE Always ready to take in extra information. Prefers to deal with things as they arise. Likes to start the new before finishing the old. Quick to respond in a crisis.	.	— X —				STRUCTURED Takes an organised approach. Prefers to schedule and plan. Can be impatient with the unforeseen. Enjoys making decisions and completing tasks.
Intellectual Focus	59	9	GROUNDED Likes to deal with practical matters in the here and now. Focus on facts and details. Prefers to use existing skills and likes pragmatic problem solving. Conventional.	.	.	.	.	.	.	.	— X —			THEORETICAL Prefers to consider the wider meaning of information and the ramifications of proposals. Likes theory, questioning. Focus on innovation and learning new skills.
Emotional Involvement	34	6	CALM Not easily upset by events. Tends not to be affected by strong emotions. Tries to maintain control over feelings. Usually resilient to day-to-day pressures and stresses.	.	.	.	.	— X —			.	.	.	VOLATILE Generally lets others know of feelings. Can react emotionally to events. Tends to show effects of pressure and stress. Shows strong emotional involvement in activities.
A sten of				1	2	3	4	5	6	7	8	9	10	of the norm group	
is obtained by				2%	4%	9%	15%	19%	19%	15%	9%	4%	2%		

Team Role	CO	SH	PL	ME	RI	TW	IM	CF
Preference Congruence Sten	2	3	10	8	7	6	2	3