OUR META PROGRAMS

Traits	Criteria	Criteria Description	OPTIONS				
Motivation	Direction	How do we keep motivated?	Towards	Away			
Motivation	Action	Do we take initiative or wait for others?	Pro-active	Reactive			
		Do we strive for not ways to do it or follow					
Motivation	Reason	established procedures?	Options	Procedures			
		Do we find motivation from external sources, or from					
Motivation	Frames of Reference	internal standards and beliefs?	Internal	External			
					Sameness		
			Sameness	Sameness	and	Differences	
			(initiate	with	Difference	with	
		How do we react to change and how much change do	change every	Exception (7-	Equally (3-5	Exception (3	Differences
Motivation	Relationships	we need?	15-25 yrs)	10 yrs)	yrs)	yrs)	(1-2 yrs)
Working	Chunk Size	How big a picture can you cope with?	Global	Specific			
Working	Attention Direction	Do you display and respond to non-verbal behaviour?	Self	Others			
		How do you react to normal levels of stress in a					
Working	Emotional Stress	particular environment?	Thinking	Choice	Feeling		
		What kind of human environment do you work best					
Working	Affiliation	in?	Independent	Management	Team		
		Do you concentrate more on thoughts and feelings or					
Working	Work Preferences	ideas, systems and tools?	Person	Things			
							Information
Working	Primary Interest	Which of these is your main focus of interest?	People	Places	Thing	Activity	or Time
		Do you have rules or behaviour for yourself and	Self and			Self but not	
Working	Managing Direction	others?	others	Self only	Others only	others	
	Convincer						
Working	Representation	What type of info you need to begin?	See	Hear	Do	Read	
	Convincer	At what point in the process do you get to get				Period of	
Working	Demonstration	something?	No. of times	Automatic	Consistent	Time	