



IMX Attributes (abbreviated Definitions):

1. Accountability For Others evaluates John's ability to be responsible for the consequences of the actions of those whom he manages.
2. Attention To Detail evaluates John's ability to see and to pay attention to details.
3. Attitude Toward Honesty evaluates John's openness to being honest even when it involves reporting his own lack of results, or the dishonesty of others.
4. Attitude Toward Others evaluates John's ability to maintain a positive, open and objective attitude towards others.
5. Balanced Decision Making evaluates John's ability to be objective and to evaluate fairly the different aspects (people and other) of a situation; and his ability to make an ethical decision that takes into account all aspects and components.
6. Conceptual Thinking evaluates John's ability to see the big picture and then to determine which direction to take, and how resources should be used to attain future goals.
7. Concrete Organization evaluates John's understanding of the immediate and concrete needs of a situation and to establish an effective plan of action for meeting those needs.
8. Consistency and Reliability evaluates John's internal need to be conscientious in his personal or professional efforts, to be both consistent and reliable in his life roles.
9. Conveying Role Value evaluates John's ability to use his own capacities (for empathy, interpersonal relationships, and leadership) to instill, in an employee, a sense of value for the task at hand.

10. Correcting Others evaluates John's ability to confront controversial or difficult issues in an objective manner and to have non-emotional discussions about disciplinary matters.
11. Creativity Is John an innovative thinker whose views of himself and the world allow him to think outside the box?
12. Developing Others evaluates John's ability to understand the needs, interests, strengths and weaknesses of others, and to use effectively this information for the purposes of developing others.
13. Diplomacy The ability to balance personal emotions with the needs of the situation.
14. Emotional Control evaluates John's ability to maintain a rational and objective demeanor when faced with a stressful or emotional situation, and to act objectively, rather than impulsively and emotionally.
15. Empathetic Outlook evaluates John's capacity to perceive and understand the feelings and attitudes of others or to place himself in the shoes of another.
16. Enjoyment Of The Job evaluates the degree to which John feels that his job is fulfilling, rewarding, and results in a positive and useful benefit.
17. Evaluating Others evaluates John's ability to make realistic and accurate judgments about another, to evaluate %his% or %her% strengths and weaknesses, and to understand %his% or %her% manner of thinking, acting, and behaving.
18. Evaluating What Is Said evaluates John's openness toward other people and his willingness to hear what others are saying, rather than what he thinks they should say or they are going to say.
19. Flexibility evaluates John's ability to readily integrate, modify, and respond to changes with minimal personal resistance.
20. Following Directions evaluates John's ability to hear, understand, and follow directions or instructions effectively. This is his willingness to postpone making personal decisions, or taking action, until he has listened to what he is being asked to do.
21. Freedom From Prejudices evaluates John's ability to prevent prejudices from entering into and affecting an interpersonal relationship.

22. Gaining Commitment evaluates John's ability to develop and invoke a self-motivating attitude in his employees or coworkers in their pursuit of their goals.
23. Handling Rejection evaluates John's ability to avoid taking rejection or criticism in an overly personal manner.
24. Handling Stress evaluates John's ability to balance and to defuse inner tensions and stresses, which if allowed to build up, might interfere with his ability to perform up to his potential.
25. Human Awareness evaluates John's ability to be conscious of the feelings and opinions of others; and to value others as people instead of just as their organizational role or value.
26. Initiative evaluates John's ability to direct his energy toward the completion of a goal without an external catalyst.
27. Integrative Ability evaluates John's ability to identify the elements of a problem situation, to understand which components are critical, and to decide what to do.
28. Intuitive Decision Making evaluates John's ability to accurately compile intuitive perceptions about a situation into a decision or action.
29. Job Ethic evaluates John's personal commitment to the execution of a specific task.
30. Leading Others evaluates John's ability to organize and to motivate people into getting things accomplished in a way that makes everyone feel a sense of order and direction.
31. Long Range Planning evaluates John's ability to identify and to evaluate resources and to plan for their utilization throughout the execution of comprehensive, long-range projects.
32. Material Possessions evaluates the importance of money or material possessions in John's motivation.
33. Meeting Standards evaluates John's ability to see and to understand the standard requirements established for a job and evaluates his commitment to meeting them.
34. Monitoring Others evaluates John's ability to focus on the actions and decisions of others in a practical and pragmatic way in order to identify both successes and mistakes.

35. Persistence evaluates John's ability to stay on course in times of difficulty.
36. Personal Accountability evaluates John's ability to be responsible for the consequences of his own decisions and actions, and not shift the focus or blame for poor performance to somewhere else or on others.
37. Personal Commitment evaluates John's ability to focus and to stay committed to a task: a measure of his internal, personal commitment.
38. Personal Drive evaluates how strongly John feels the need to achieve, to accomplish, or to complete his work.
39. Personal Relationships evaluates how motivated John is in forming personal relationships with the people with whom he works.
40. Persuading Others evaluates John's ability to present his viewpoint in such a way that others accept it.
41. Practical Thinking evaluates John's ability to realistically identify problems and solutions in practical terms, rather than in theoretical or conceptual terms.
42. Proactive Thinking evaluates John's ability to determine the future implications of current decisions and actions.
43. Problem and Situation Analysis evaluates John's ability to identify the elements of a problematic situation and to understand which components are critical.
44. Problem Management evaluates John's ability to keep critical issues in context so that he can understand what is happening and effectively use available resources to solve the problem.
45. Problem Solving evaluates John's ability to identify alternative solutions to a problem and to select the best option.
46. Project and Goal Focus evaluates John's ability to stay on target regardless of circumstances.
47. Project Scheduling evaluates John's ability to understand the proper allocation of resources for the purpose of getting things done within a defined timeframe.

48. Quality Orientation evaluates John's affinity for seeing details and grading them against a preset standard (either his own or one externally assigned).
49. Realistic Expectations evaluates whether John's expectations (in either quality of production or quality of performance) of others can realistically be met.
50. Realistic Goal Setting For Others evaluates John's ability to set goals for others that can be achieved by using the available resources and operating within a projected timeframe.
51. Realistic Personal Goal Setting evaluates John's ability to set goals for himself that can be achieved using available resources and operating within a projected timeframe.
52. Relating To Others evaluates John's ability to coordinate personal insights and knowledge of others into effective interactions.
53. Respect For Policies evaluates John's appreciation for the value of conducting business affairs according to the intent of company policies and standards.
54. Respect For Property evaluates John's ability to see and appreciate the value of protecting and using company property correctly.
55. Results Orientation evaluates John's ability to identify the actions necessary to complete tasks and to obtain results.
56. Role Awareness evaluates John's ability to be aware of his role in the world or within a given environment as well as understanding expectations and how those expectations are to be met.
57. Role Confidence evaluates John's ability to develop and to maintain an inner strength based on the belief that he will succeed.
58. Seeing Potential Problems evaluates John's ability to structure current situations in an ongoing scenario and be able to identify developments that could cause problems in the future.
59. Self Assessment evaluates John's ability to identify his personal management strengths and weaknesses practically and objectively.
60. Self Confidence evaluates John's ability to develop and to maintain inner strength based on the desire to succeed and on his belief that he possesses the capabilities to succeed.

61. Self Control evaluates John's ability to remain rational and objective when faced with a stressful and emotional situation.
62. Self Direction evaluates John's internal drive to excel in and believe in his chosen career path.
63. Self Discipline and Sense of Duty evaluates how strongly John feels the need to be consistent and true to himself in his actions.
64. Self Esteem evaluates John's ability to realize and appreciate his own unique self worth.
65. Self Improvement evaluates John's motivation to improve himself.
66. Self Management evaluates John's ability to manage himself and develop his own abilities.
67. Self Starting Ability evaluates John's ability to find his own motivation for accomplishing a task and the degree to which he will maintain that course in the face of adversity.
68. Sense of Belonging evaluates the importance of feeling like part of a team or a member of a group for John's motivation.
69. Sense of Mission evaluates the importance and commitment John gives to his ideals and goals.
70. Sense of Timing evaluates John's ability to evaluate a situation in such a way that statements, decisions, and actions are the most effective, accurate, and timely manner.
71. Sensitivity To Others evaluates John's ability to be sensitive and aware of the feelings of others but not to allow this awareness to get in his way when faced with making objective decisions.
72. Status and Recognition evaluates the importance for John of social status and recognition.
73. Surrendering Control evaluates John's ability to surrender control of a given situation or outcome to another person or a group of people.
74. Systems Judgment evaluates John's schematic thinking ability to accomplish within the external system of people where he works.

75. Theoretical Problem Solving evaluates John's ability to envision a situation and to then apply his Problem Solving Ability.
76. Understanding Attitude evaluates John's ability to read between the lines and to understand body language, reticence, stress, and emotions.
77. Understanding Motivational Needs evaluates John's ability to understand the needs and desires of employees and to use this knowledge to motivate them to succeed.
78. Using Common Sense evaluates John's ability to focus on practical thinking, to see the world clearly, and to make common sense decisions.