



PAIRIN Qualities



Upon survey completion, PAIRIN invites an individual to discover their top "Qualities" which are four standout features of an individual or group. The Qualities include an individual's: **1) Top Thinking Style, 2) Most intense Driver, 3) Highest EQ Competency and 4) Leading Virtue Class.**

Thinking Styles

Thinking Styles are characteristic ways of processing information and handling tasks. This includes: how people acquire knowledge, organize thoughts, form views and opinions, apply personal value, plan, decide, solve problems and express themselves. Thinking Styles are NOT the same thing as thinking ability. **The four Thinking Styles are:**

Cooperative-Practical

Imaginative-Inspirational

Intuitive-Conceptual

Objective-Analytical

Drivers

People are born with certain primary demands such as food, air and shelter. Beyond these biological needs, we also have "felt" or psychological needs which develop throughout an individual's lifetime. Psychologists have tried to define a universal inventory of needs that could be used to explain virtually all behavior.

One such effort, developed by Henry Murray, outlines a set of psychological needs that—alone or in combination—drive specific behaviors. Murray believed that everyone has the same set of needs, but that individuals experience them in different intensities. PAIRIN's Drivers are based on Murray's needs. The three domains (Love, Work & Growth) are derived from the core concepts of Abraham Maslow, Edgar Schein and James Sales.

Domain

Love

to interact, connect with & experience care for and from others

Work

to influence outcomes & gain mastery

Growth/Agency

to be all that I can be in life; fulfilled purpose & potential

Attribute

Relationship:
Supportiveness:
Flamboyance:
Deference:
Support-Seeking:

Achievement:
Personal Power:
Persistence:
Order:
Aggressiveness:

Change:
Independence:
Perceptivity:
Vitality:
Self-Blame:

Quality

Friend
Caregiver
Stand-out
Loyalist
Reliant

Ace Achiever
Director
Tug Boat
Specialist
Blaze

Transformer
Maverick
Searcher
Enthusiast
Microscope

Emotional Intelligence

The definition of Emotional Intelligence or EQ (first advanced by researchers Peter Salavoy and John Mayer, but popularized by author Daniel Goleman) is the ability to:

- Recognize, understand and manage our own emotions.
- Recognize, understand and influence the emotions of others.

In practical terms, developing EQ means gaining awareness that emotions drive our behavior and impact people (positively and negatively), and learning to manage those emotions—both our own and others—especially when we are under pressure. The EQ framework has four categories comprising 18 competencies as outlined to the right.

Domain	Attribute	Quality
Self-Awareness	Emotional Self-Awareness: Self-Assessment: Self-Confidence:	Self-Attuned Self-Examiner Self-Confident
Self-Management	Flexibility & Adaptability: Self-Control: Transparency: Achievement: Initiative: Optimism:	Bendy Calm, Cool and Collected Glass Window Ace Achiever Self-Starter Can Do Attitude
Social Awareness	Organizational Awareness: Empathy: Service Orientation:	Group Expert I “Get” You At Your Service
Relationship Management	Inspirational Leader: Influential Leader: Enriching Others: Change: Conflict Management: Cooperative-Practical:	Inspirational Leader Influential Leader People Developer Transformer Conflict Wrangler Team Player

Virtue Classes

The PAIRIN Virtue Classes include six broad virtues classifying twenty-four specific character strengths that consistently emerge as “good” across history and culture. PAIRIN’s virtues map to Character Strengths and Virtues (Peterson, C., & Seligman, M. E. P., 2004), the work of a prestigious group of researchers who have attempted to create a systematic classification and measurement of widely valued positive traits. Their aim was to present a measure of humanist ideals of virtue in an empirical and scientific way.

Knowing your leading virtue class with associated strengths isn’t just interesting information. Research shows that tapping into character strengths can help an individual to 1) Buffer against, manage and overcome problems, 2) Improve relationships and 3) Enhance health and overall well-being. See more background here: www.viacharacter.org

Attribute	Quality
Wisdom & Knowledge:	Lover of Wisdom
Courage:	Lover of Courage
Humanity:	Lover of Humanity
Justice:	Lover of Justice
Transcendence:	Lover of Transcendence
Moderation:	Lover of Moderation