

Adaptability Dimension

Concern – future orientation

Underuse of Competence
Indifference
Apathy
Pessimism
Planlessness

Competence
Painful
Optimistic
Prepared

Overuse of Competence
Anxiety
Obsessiveness
Über-zealousness

Control – self regulation;
intrapersonal self-discipline

Indecision
Confusion
Procrastination
Immobility
Helplessness

Balanced use of emotion and
cognition in decision-making
Conscientiousness
Deliberate
Organized
Decisive

Impulsivity
Aggressiveness
Excessive busyness
Disorganized

Curiosity –fit between oneself
and the work world

Unrealism
Naivety
Inaccurate images of self

Systematic Exploration
Inquisitive and reflective
Information seeking
Understanding of self to situation

Overstimulated
Über-curious (to distraction)
Fantastical images of self

Confidence – self-efficacy
concerning ability to execute a
course of action successfully

Inhibition
Thwarting of actualizing
roles and achieving goals

Self-efficacy
Skilled problem-solving
Appropriate self-confidence
Self-acceptance

Overinflated sense of self
Overweening
Supercilious
Assuming too many roles

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