

**Table B.2 Exemplary core qualities and their challenges**

Core quality	Pitfall	Challenge	Allergy
Decisiveness	Pushiness	Patience	Passivity
Flexibility	Chaotic	Systematic	Rigid
Pragmatic	Opportunistic	Idealistic	Unrealistic
Modest	Timid	Self-assured	Arrogant
Proactive	Too busy	Take rest	Laziness
Relaxed	Lethargic	Alert	Tensed
Open	Indiscreet	Discreet	Closed
Gay/Happy	Frivolous, Superficial	Serious	Depressed
Trusting	Naive	Cautious	Distrusting
Cooperative	Conforming	Individualistic	Egocentric
Spontaneous	Impulsive	Controlled	Blocked

Source: based on Peabody (1967) and Ofman (2001)