

Dimension	Deficient Vice	Virtue	Excess Vice
Accountability	Unaccepting Negligent Irresponsible Deflects	Accepts Consequences Conscientious Responsible Takes Ownership	Burdened Obsessive Controlling Can't delegate
Courage	Cowardice Unassured Hesitant Fragile Yielding	Brave Confident Determined Resilient Tenacious	Reckless Arrogant Bull-headed Overly-compensating Stubborn
Transcendence	Unthankful Unimaginative Short-sighted Uninspired Pessimistic Directionless	Appreciative Creative Future-Oriented Inspired Optimistic Purposive	Awe-struck Untethered Missing the present Over-stimulated Delusional Fixated
Drive	Waits for direction Apathetic Aimless Mediocrity Lethargic	Demonstrates Initiative Passionate Results-Oriented Strives for Excellence Vigorous	Dictatorial Fanatical Tunnel-vision Strives for perfection Forceful
Collaboration	Confrontational Self-centered Inflexible Disconnected Narrow-minded	Collegial Cooperative Flexible Interconnected Open-Minded	People-pleaser Conflict-avoider Compliant Boundaryless Abstract
Humanity	Uncaring Oblivious to others Unrelatable Vindictive Aloof	Compassionate Considerate Empathetic Forgiving Magnanimous	Overly concerned Overly-accommodating Overwhelmed by feelings Exploitable Over-bearing
Humility	Fixed mindset Disinterested Ungrateful Braggard Unreflective Disrespectful Unaware Protective	Continuous Learner Curious Grateful Modest Reflective Respectful Self-aware Vulnerable	Lacking focus Transfixed Feeling insignificant Self-effacing Ruminating Fawning Self-conscious Over-exposed
Integrity	Fake Untruthful Inconsistent Unprincipled Manipulative	Authentic Candid Consistent Principled Transparent	Uncompromising Belligerent Rigid Dogmatic Indiscriminate
Temperance	Anxious Agitated Impatient Inattentive Rash	Calm Composed Patient Prudent Self-Controlled	Indifferent Detached Overly accepting Overly cautious Overly-regulating
Justice	Inequitable Biased Unfair Disproportionate Narrow concerns	Equitable Even-Handed Fair Proportionate Socially Responsible	No exceptions No differences "One size fits all" Micromanage proportion Paralyzed by complexity
Judgment	Stagnant Lacking logic Simplistic Lazy thinking Indecisive Lacking instinct Ignorant Unrealistic Oblivious	Adaptable Analytical Cognitively Complex Critical Thinker Decisive Intuitive Insightful Pragmatic Situationaly Aware	Overly malleable Over-analyzing Complicating Overly critical Impulsive Lacking reason Cunning Overly practical Over valuing situations

Virtues & Vices Index (Crossan & Crossan, 2023)