

# Kara Guerriero

Assessment Date  
Report Date

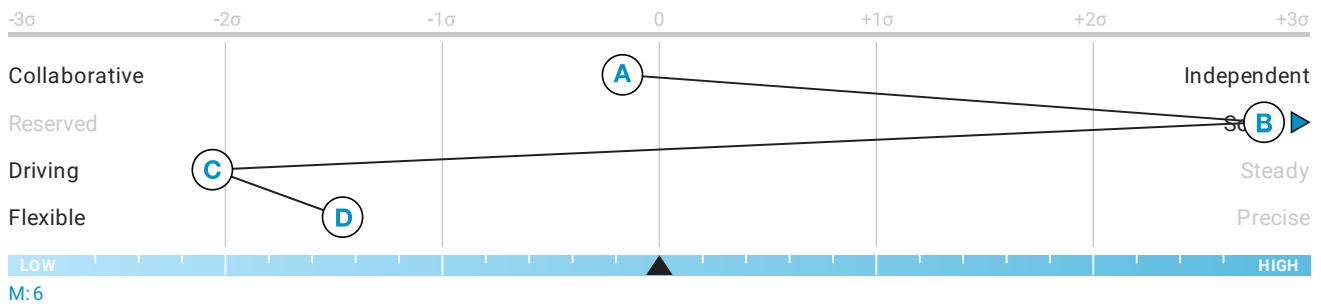
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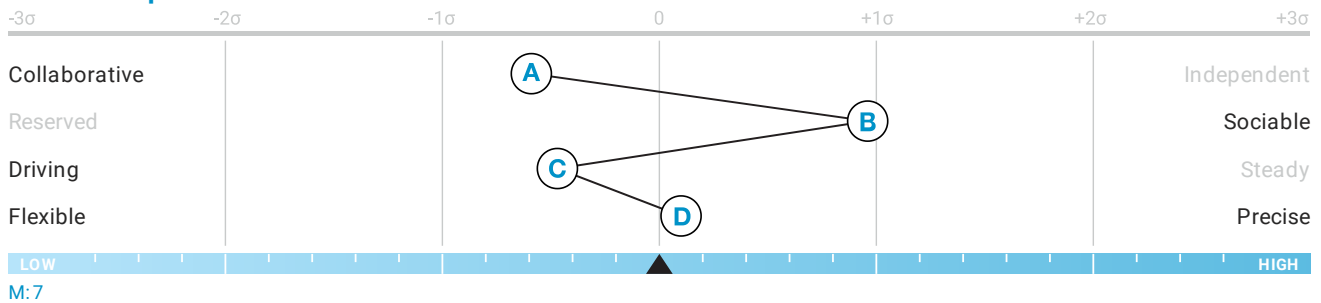
## Promoter

A Promoter is a casual, uninhibited, and persuasive extravert with a tendency for informality.

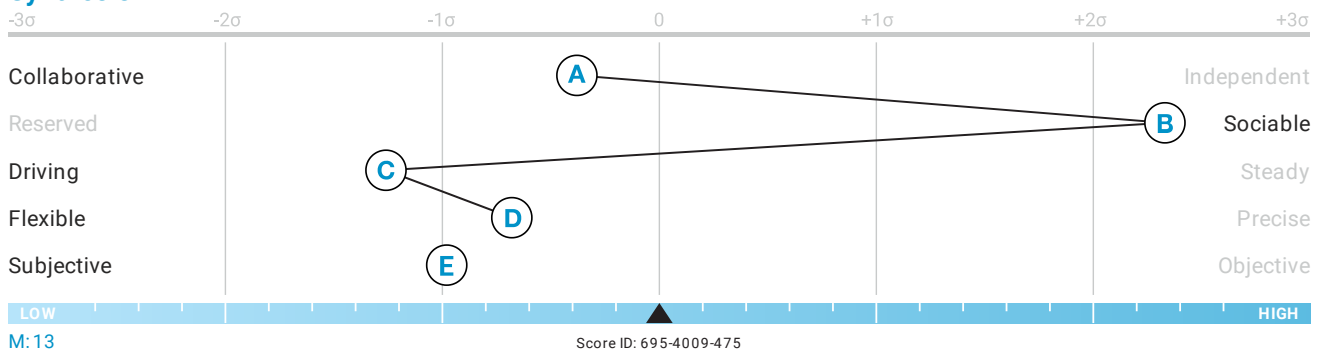
### Self



### Self-Concept



### Synthesis



Score ID: 695-4009-475

## Strongest Behaviors

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This Behavioral Pattern is extremely wide, which means that observed behaviors are very strongly expressed and needs are very strongly felt. Kara has multiple behavioral traits that fall into this category.

### Kara will most strongly express the following behaviors:

- Connecting very quickly to others, strongly motivated to build and leverage relationships to get work done. Openly and easily shares information.
- Strikingly expressive, effusive, and verbal in communicating; talks a lot, and very quickly. Enthusiastically persuades and motivates others by adjusting the message and delivery to the current recipient.
- Very collaborative, works almost exclusively with and through others. Strong intuitive understanding of team cohesion, dynamics, and interpersonal relations.
- Extremely informal, extraverted, and outgoing; gets familiar very soon after you meet. Communicates effusively, flexibly, and engagingly; draws others into the conversation.
- Almost exclusively focused on people, building relationships, and teamwork rather than technical matters. Uninhibited; very open and trusting in sharing thoughts and in asking personal questions.
- **Not interested in the details; delegates them freely.** Needs unstructured projects where flexibly working with people, and **a focus on the goals rather than the plans**, is necessary.
- Strongly socially-focused, quickly and naturally empathizes with other points of view, emotions, or troubles. Positive, accepting communication designed to reduce conflict and increase interpersonal harmony.
- Very open in sharing information about their experience and knowledge. **Needs a collaborative environment** where they can be a big help; rarely says “no” when asked for something.
- **Needs collaborative team environment.** Puts team/company goals before individual goals. Promotes teamwork by widely sharing authority.

## Summary

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Kara is unassuming, unselfish, and has a sincere and genuine interest in other people and a strong, intuitive understanding of them. Outgoing and friendly, this individual enjoys working with people and is lively, pleasant company.

A warm and friendly communicator, they're able to stimulate and motivate others while being aware of and responsive to their needs and concerns. With an outgoing personality and sincere, interested attitude they're easily accessible, and get along well with a wide variety of people.

Their drive is altruistic, directed at working with and for others; for the team, for customers and for the company. A cooperative, willing worker, Kara can be particularly effective as a teacher or trainer, communicating the company's policies, programs, and systems with enthusiasm and spirit.

Working at a faster-than-average pace, this individual learns quickly. **More concerned with effective communication than with detail in depth, they're about average in the level of accuracy in handling details and too impatient to work with details as repetitive routine.** They communicate flexibly, adjusting style for different people, and is generally most effective when discussing intangibles such as ideas, feelings, or visions.

If the job permits, they'll delegate details and responsibility, and will follow up in a friendly, supportive manner to assure that work gets done on time. Kara has an active interest in the development of people for the company's benefit and will encourage such development in direct reports.

In general, they are a cooperative team member who respects company authority and policies, which they will accept and communicate enthusiastically.

## Management Style

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As a manager of people or projects, Kara will be:

- Focused on building and cultivating a productive, harmonious team
- Comfortable delegating both authority and details; follow-up will be in a friendly, supportive manner, ensuring that work gets done on-time and generally within company policy
- Warm and persuasive; manages by walking around, gathering input from others and using verbal encouragement and enthusiasm to gain support
- Cautious in situations which obviously break from company policy; **will build consensus before making exceptions**
- Actively interested in the development of people for the company's benefit and will encourage such development of employees; personally teaches and shares
- A willing team member and participant, even of teams that Kara manages.

## Influencing Style

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As an influencer, Kara will be:

- Friendly and approachable, communicating very well with many different styles
- Focused on understanding others – who they are, what their likes/dislikes are, how they fit in with the other players in the organization
- Skillful with the emotional aspects of influencing others; connecting with others and leveraging the relationship to gain agreement
- Flexible and service-oriented, will read others' needs well and ensure their satisfaction; eager to find a mutually beneficial solution
- **Adept at conveying how the idea or concept will help others; somewhat less concerned with the technical specifications of how it works**
- Generally liked and trusted by others in repeated contact; adept at maintaining and growing productive business relationships.

## Management Strategies

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To maximize effectiveness, productivity, and job satisfaction, consider providing Kara with the following:

- Opportunities to work in frequent contact with other people
- Supportive, encouraging, and collaborative managers, peers, and/or trusted advisors
- Clear, specific description of the job and responsibilities, and of company policies and goals
- Assurance of security and recognition in social and status terms.