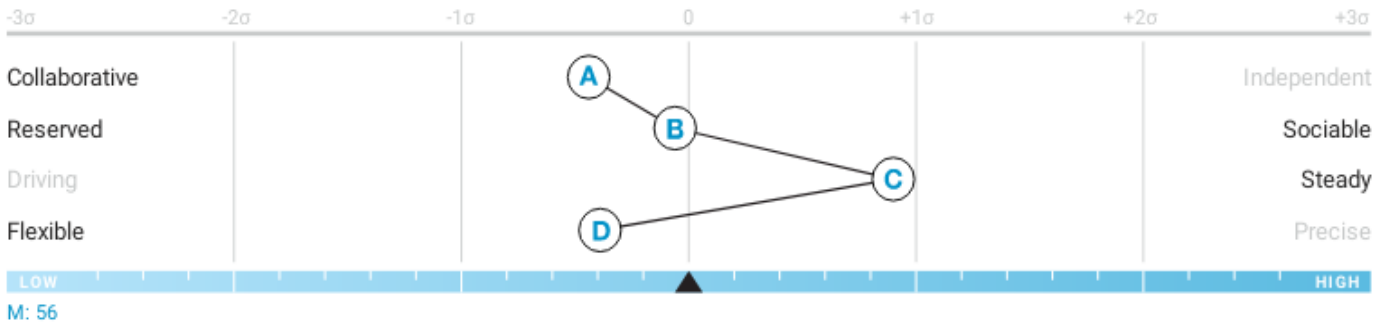




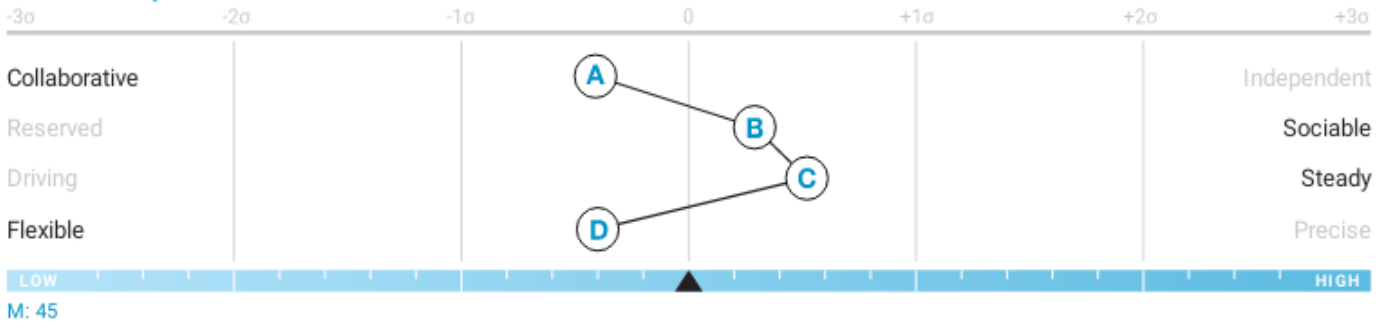
Collaborator

A Collaborator is a friendly, understanding, willing and patient team player.

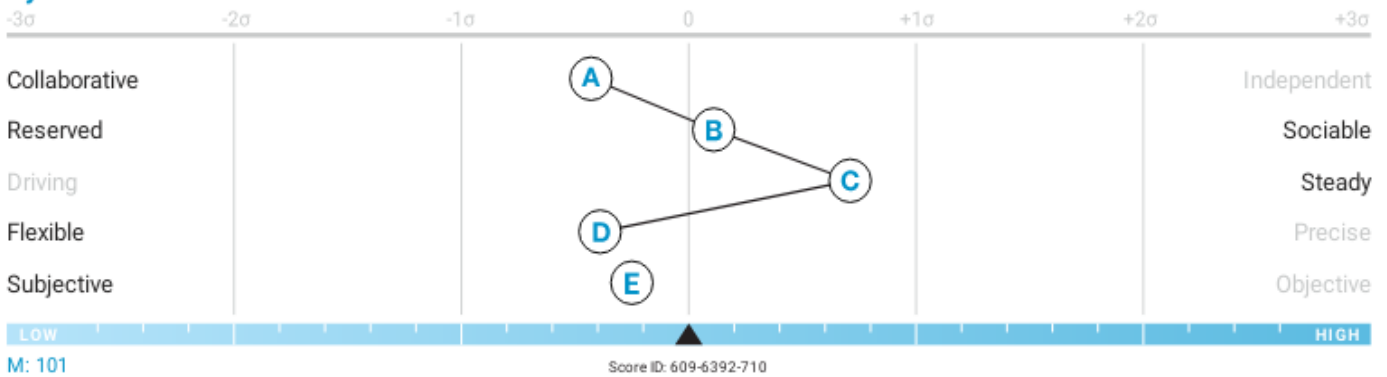
Self



Self-Concept



Synthesis



Strongest Behaviors

Chuck will most strongly express the following behaviors:

- Unhurried and deliberate, stable and will do things using the established process; finds it difficult to change these systems. Dependable, consistent and needs familiar environments and coworkers to be most productive.
- Cooperative, easy-going, and agreeable in getting along with others. A focused, uncritical listener who won't "rock the boat."
- Methodical, steady, and even-paced; loses productivity when interrupted.
- Persistence; consistent pursuit of goals in calm, methodical manner even when setbacks occur. Opinionated; slow to change.
- Casual with rules. Focused on the goal, not how to get there; willing to bend the rules. Delegates implementation details.
- Unworried and unhurried; takes each day as it comes with little planning for what might happen, particularly given the predictable routines that have been established.

Summary

Patient, stable, and easygoing; works at an even, unhurried pace. Consistent with and respectful of established processes. They will strive to work consistently within those processes. That strong process orientation will be seen not only in their own work, but also in how they work with others; patient and inclined to allow things to take their course in their natural way and time, giving feedback in a supportive coaching manner.

If changes to work routines or responsibilities are required, that requirement must be firmly impressed on Chuck; will need to be completely convinced of the merits of the change and will take time to learn and adapt.

In general, this individual's approach to work is informal and relaxed, and they're not inclined to dig deeply into the details. Accommodating, agreeable and cooperative; will fit comfortably into a team-oriented work setting. Preferring predictability and stability in the workplace, they'll be positively motivated by a straight-line and unchanging flow of work and the opportunity to finish what they start, without interruptions or distractions.

In social terms, Chuck is unassuming, friendly and at ease with others, and inclined to wait for others to initiate conversation. Talks pleasantly with people they know and feel comfortable with. Approachable, calm, understanding; they're an excellent listener to just about anyone. Always appears to have the time, is willing to hear what others have to say, focuses on the person they're with, and responds with more support and empathy than judgment. Steady, unruffled style, which can help others remain or become calm.

In general, a loyal, even-keeled person who can be counted on to complete what they start, given enough time, resources, and lack of interruptions. Their allegiance to the company and the team, and their desire for repeatable successes will cause them to make decisions based on precedents and consistently proven methods.

Management Style

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

- Strongly focused on maintaining established policies and procedures for the team in a stable, consistent work environment
- Dedicated and determined in upholding company methods; takes personal and team pride in producing dependable results, every time, every day
- A patient, lenient and understanding manager; empathetic towards direct reports' concerns and aims to provide a consistent, predictable environment as free from time-pressures and change as possible
- Careful in delegation of tasks; outlining the way it was done before and setting expectations for similar results
- Unhurried and pleasant in following-up; asking if work has been completed consistently and generally within established, proven company policies
- Reasonably flexible; as long as things are getting done basically on time and accurately, Chuck will give the team latitude to complete tasks in the ways they see fit
- Generally calm, steady, and unflappable
- A supportive leader or coach; listening, guiding, and directing the team by example.

Selling Style

As a salesperson, Chuck will be:

- Deliberate and unhurried, taking time to move the process at a moderate pace
- Careful to sell only what they're sure the company can deliver and will check first if uncertain
- Consistent in preparing for a sale; follows a well-established, proven sales process and prefers not to veer from that plan
- Intent on listening to the customer and focused on one thing at a time; Chuck allows the prospect finish their thoughts, composes responses carefully before answering, and is not easily distracted by other things going on
- Persistent; as long as they are sure you want their help, will keep coming at the problem until it's solved
- Serene and unflappable; will speak calmly and has relaxed, composed body language.

Management Strategies

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

- Opportunity to follow an orderly, repeatable process; with appropriate background, can be included in the creation of such a process
- Stable, team-oriented work environment
- Opportunity to build long-term relationships with co-workers, management, and direct reports
- Recognition and encouragement for work well done
- As much as possible, freedom from pressure resulting from changes in routines.