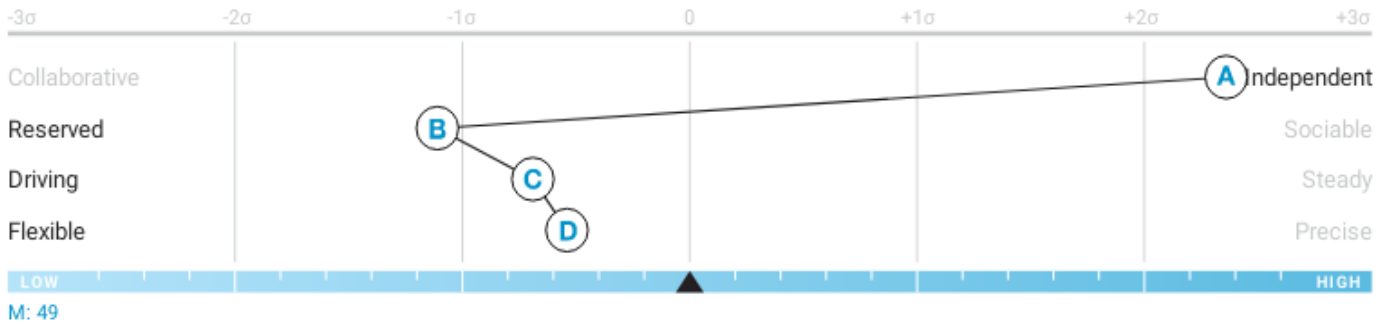




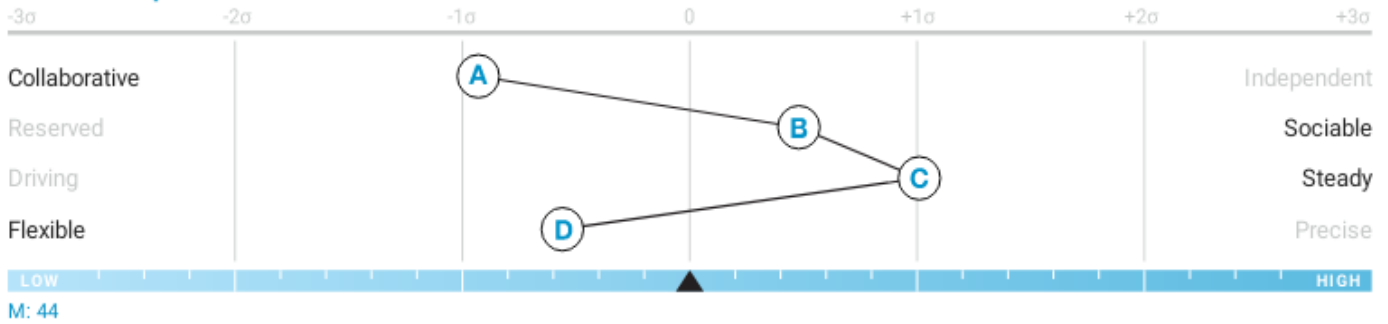
## Venturer

A Venturer is a self-starting, self-motivating, and goal-oriented risk-taker.

### Self



### Self-Concept



### Synthesis



## Strongest Behaviors

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### **Kristin will most strongly express the following behaviors:**

- Task-focused; quickly notices and pushes to fix technical problems, assertively cutting through any personal/emotional issues. Has aptitude to spot trends in data or figure out how complex systems work.
- Independent, analytical, critical, and creative thinking and action; little need for external validation before action. Private.
- Authoritative and direct, driven to accomplish personal goals; pushes through roadblocks assertively. Communication is direct, to the point, and sometimes brusque.
- Proactivity, assertiveness, and sense of urgency in driving to reach personal goals. Openly challenges the world.
- Independent in putting forth their own ideas, which are often innovative and, if implemented, cause change. Resourcefully works through or around anything blocking completion of what they want to accomplish; aggressive when challenged.
- Impatient for results, puts pressure on themself and others for rapid implementation, and is far less productive when doing routine work.

## Summary

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Kristin is a distinctly independent and individualistic person, strong-minded and determined. Venturesome, will “stick their neck out”; and take responsibility for risks when they believe they are right. The challenge of new problems and new ventures is stimulating and will be responded to with action. They have a lot of confidence in themself, their own knowledge, ability and decisions.

Kristin is an ingenious and innovative problem-solver and troubleshooter. They have an actively inquiring mind, a lively interest in the technical aspects of the work, and a need to know and learn more about the systems, techniques, facts, and concepts involved in it. They will drive hard to get things done their own way, and quickly. A self-starter that initiates, makes decisions, and assumes responsibility for those decisions. They have a strong competitive drive, are ambitious, and will drive hard to achieve goals. Their sense of urgency and impatience for results will put pressure on others as well as on themself.

When expressing themself, they are direct, factual, outspoken, and frank. Their approach to others is authoritative, telling, and, if they encounter resistance or competition, they may be aggressive. Always concerned with timely results, they deal with ambiguous situations briskly and firmly.

Because Kristin has a broad focus on goals and results, they prefer to delegate details to others. Quick and fairly accurate in handling details, they can become very impatient and less accurate in doing work which requires routine and repetitive handling of details at a slow or systematic pace.

## Management Style

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

- Broadly focused; this individual's attention is on where they're going and what goals they want to achieve rather than on the specifics of how to get there
- Reluctant to delegate true authority; they are distinctly independent and individualistic with great confidence in their own ability, knowledge, and decisions
- Comfortable delegating details and implementation plans with emphasis on timely results
- Quick to follow-up on delegated tasks, generally asking more whether it's finished than how it was accomplished
- An innovative problem solver who is interested in the technical aspects of how things work
- Outspoken, authoritative and frank; quick to voice their opinion of how things are going.

## Influencing Style

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As an influencer, Kristin will be:

- Authoritative in influencing others towards their goal; will get right down to business with as little "small talk" as necessary
- Driven to keep the process moving along as quickly as possible
- Willing to take risks such as experimenting with a new idea; will "wing it" if necessary
- Competitive and focused on results, their influencing style will be aggressive in pursuit of goals
- Generally better at influencing others with tangible technical concepts or ideas than intangibles like relationships
- Finds a variety of projects and challenges interesting and stimulating
- Impatient for results and will drive hard to gain agreement

## Management Strategies

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

- Opportunities for learning and exposure to various aspects and responsibilities of the business, moving as fast as circumstances permit
- Encouragement in expression of and action on their ideas and initiatives, with as much independence as possible
- Variety and challenge in work and an environment where new ideas are valued
- Opportunity for advancement to positions of decision-making responsibility based on recognition of achievement and competence
- Opportunity to delegate routine detail work once they have experienced and mastered it