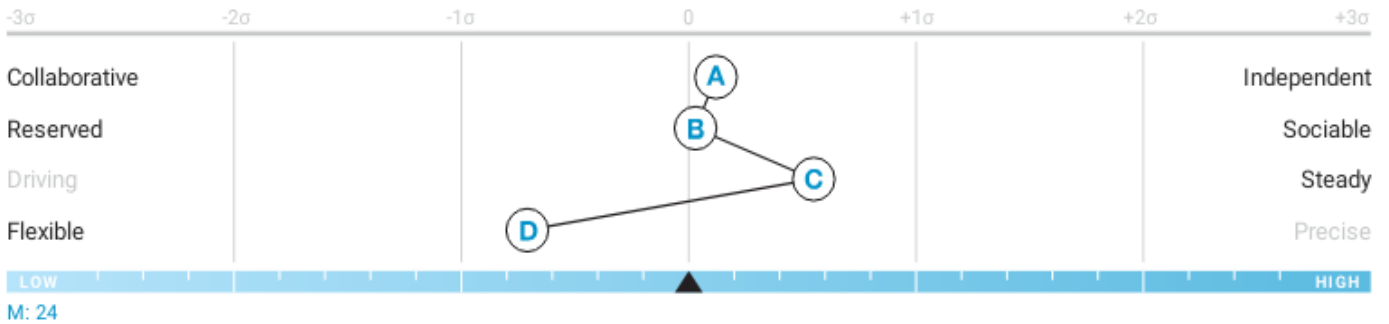




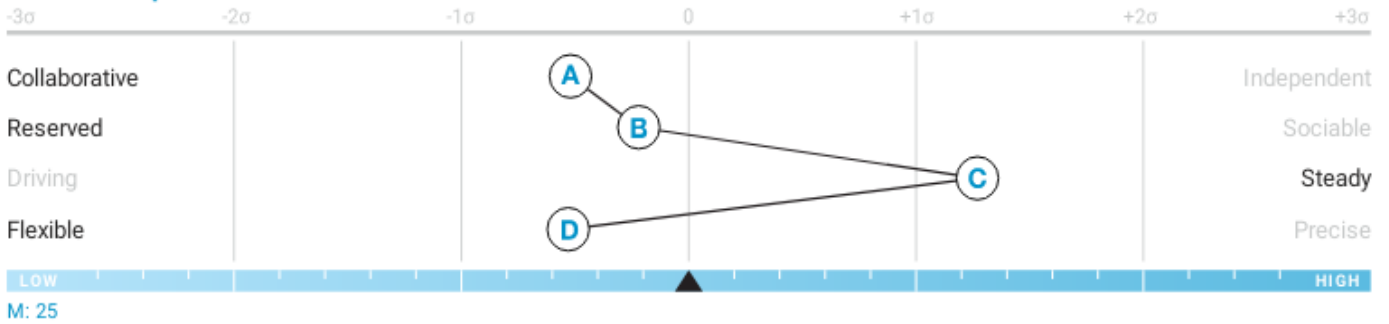
Individualist

An Individualist is highly independent and persistent, while remaining results-oriented.

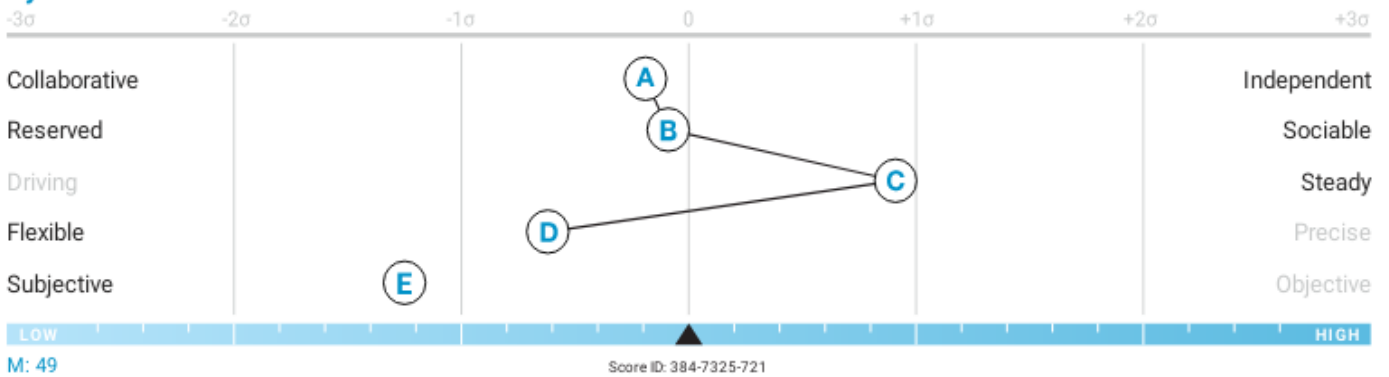
Self



Self-Concept



Synthesis



Strongest Behaviors

Zac will most strongly express the following behaviors:

- 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.
- Risk-taking and focus on future goals; more concerned with the future than the past. Adaptable, operates flexibly.
- Makes decisions and takes action with relatively little need for proof to confirm their decision. More interested in their own ideas than traditional ones.
- Flexible approach to “the book” willing to bend the rules to achieve individual goals. An original thinker who isn’t easily discouraged by setbacks.

Summary

Zac is independent and individualistic in thinking and behavior and has a high level of confidence in their own ideas and opinions. Having relatively little regard for the body of conventional knowledge or experience, they’re likely to develop and act on ideas which are new, unconventional or innovative.

In expressing and acting on ideas, Zac is determined and persistent, and has the kind of confidence needed to promote innovation or change. May be perceived by many people as being very strong willed, opinionated, and stubborn because they relentlessly pursue their goals and are undaunted by setbacks, failures, criticism, or popular opposition. Patient and persevering, Zac works at a steady, resolute tempo

Dealing with people, they are frank and outspoken, expressing themselves more factually than empathically. However, when perceiving the need to do so, Zac has a moderate capacity to sell their ideas in a persuasive manner. Strongly goal-focused, they discuss ideas, visions, and concepts much more than the specific implementation steps or the plausibility of the solution. Projects confidence and enthusiasm talking about their own ideas, even when they have just begun to form or when knowledge of the technical specifics is cursory or uncertain.

In general, their interest in people is secondary to their concern for getting things done in their own way, and at their own pace. Their capacity for building relationships and gaining true buy-in is subtle, and often employed to get others’ help in reaching their goals.

Having only a minimal concern about the exact accuracy of details, this individual is fairly casual and uninterested in working with those that don’t affect them, with a preference for delegating such work to other people whenever possible. What interests them much more is a new idea, or the big picture and an analytical, creative approach to solving problems and getting results.

Management Style

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

- Broadly focused and determined in pursuing projects, ideas, or ventures which are unique and innovative
- Resolute in creating new ways for personal and team success; Zac has little interest in proven methods or established processes, seeing them as a hindrance to new ideas
- Comfortable delegating details; follow-up will be casual, asking more whether it's finished than how it was accomplished
- Able to share some decision-making authority, as long as they generally agree with the direction
- Persistent, deliberate, and unworried; Zac is undaunted by failure and will encourage the team to push ahead, move forward at a comfortable pace, and pursue their goals dogmatically
- Casual with rules; their focus is on the bigger picture and as such, they'll be a lenient manager of schedule and rules, rather encouraging the team to invent, create, and explore new technologies
- Generally focused on achieving technical results, but will spend some time on team communication and cohesion as a second priority
- Direct and candid with opinions; rather uninhibited in social contact.

Influencing Style

As an influencer, Zac will be:

- Authoritative and unyielding in influencing others towards their goal; will collaborate and build relationships if it helps ensure their own success
- Relaxed about schedule or implementation details, instead focusing on solving technical issues and gaining agreement on their terms
- More authoritative in approach, focusing on others' business needs and how to solve them; Zac can be somewhat persuasive if it will help advance the process
- Unlikely to rush the process, taking time to explore new and truly creative ways to solve other's technical problems
- Uninterested in the specific details of implementation, seeing them as an impediment towards success
- Very willing to take risks such as experimenting with a new idea; comfortable "winging it" or even talking spontaneously about subjects in which they are inexperienced.

Management Strategies

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

- Lots of room for independent venture, self-expression, and autonomy in acting on their own ideas
- Opportunities to solve problems and overcome challenges independently
- An environment which is receptive to new ideas and change
- Opportunities to participate in setting goals for their own work
- Freedom to do "their own thing" while management maintains vigilant but removed oversight of their activities
- If necessary for their kind of work, thorough training, with intense concentration and discipline in teaching the basic details, routines and systems. Follow up will be necessary on any specifics or details.