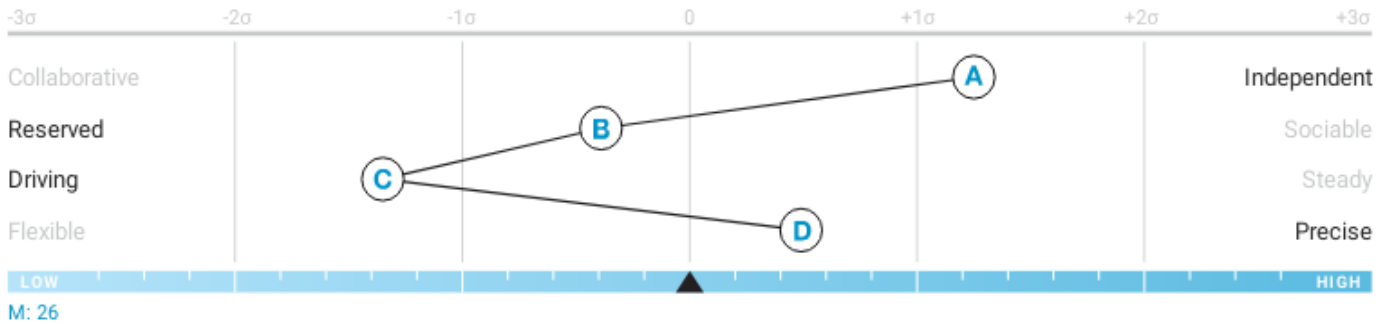




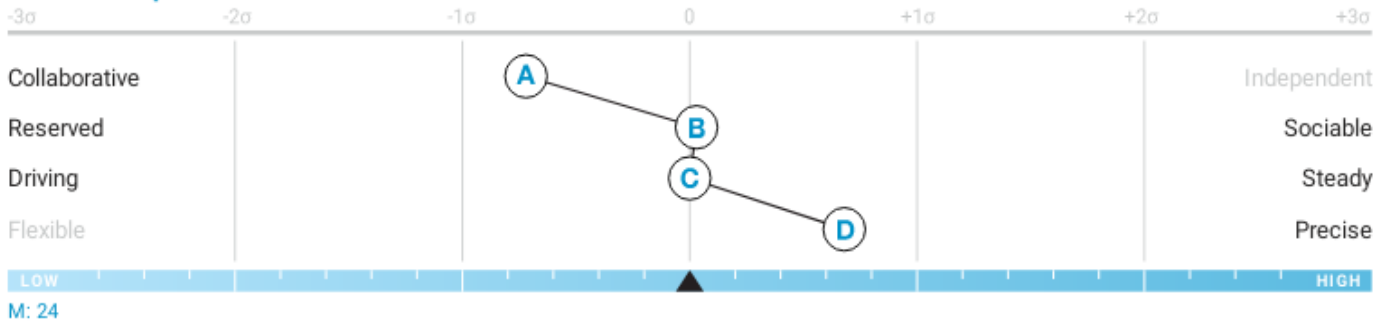
Strategist

A Strategist is results-oriented, innovative and analytical with a drive for change.

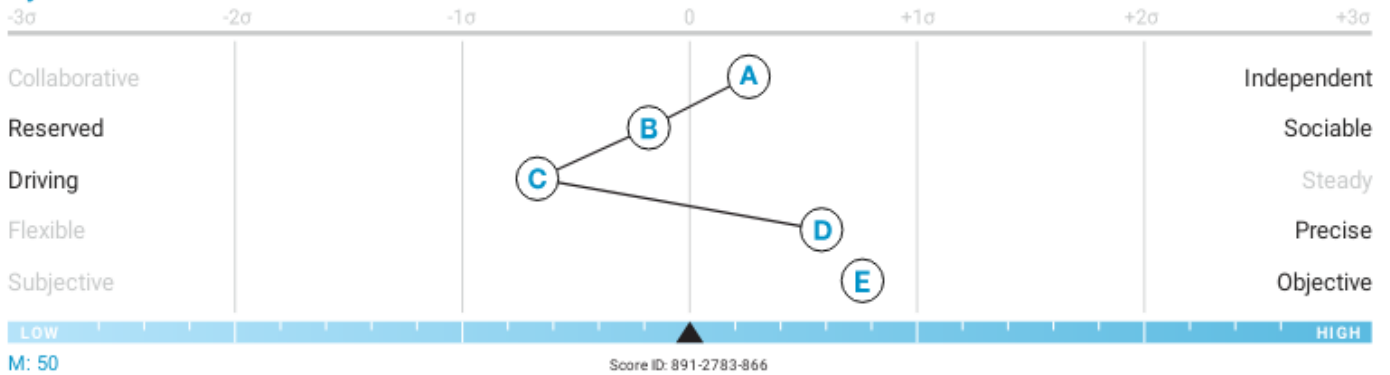
Self



Self-Concept



Synthesis



Strongest Behaviors

Ian will most strongly express the following behaviors:

- 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 themselves and others for rapid implementation, and is far less productive when doing routine work.
- Works at a faster-than-average pace, producing results in general accordance with schedules and "the book."
- Detail-oriented; typically makes and follows a plan to keep track of things and usually follows up to ensure completion.
- Focused on operational efficiencies: thinks about what needs to be done and how it can be done quickly without losing quality. Impatient with routines.

Summary

Ian is an intense, results-oriented, self-starter whose drive and sense of urgency are tempered and disciplined by a concern for the accuracy and quality of the work. Their approach to activities and responsibilities will be well-thought-out, based on thorough analysis and detailed knowledge of all pertinent facts.

Strongly technically-oriented, has confidence in own professional knowledge and ability to get things done quickly and correctly. With experience, will develop a high level of expertise and will be very aware of mistakes committed by self or others. Ian takes work and responsibilities very seriously and expects others to do the same.

In social matters, is reserved and private, with little interest in "small talk". Interest and energy will be focused primarily on the work, and in general this individual is more comfortable and open in the work environment than in purely social situations. In the work environment, they are factual, direct, and authoritative.

Imaginative and venturesome, this individual is creative and capable of developing new ideas, systems, plans or technology, or of analyzing and improving old ones. They rely primarily on their own knowledge and thinking, with little reference to others, to get things done. Ian sets a high, exacting personal standard and generally finds that it is not met by others. To earn trust, someone must consistently meet that standard and get results. If someone can do that, Ian will do what's needed to work with them whenever collaboration is needed.

May be perceived by others as aloof, but will earn respect for their knowledge, work and the soundness of the decisions that they make.

Management Style

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

- Both broadly focused and tactically cognizant; strategic thinking is the first priority moderated by a drive for details, accuracy, and correctness
- Self-reliant and independent with a great deal of confidence in own ideas, opinions, and knowledge; will have definite opinions about how things should be done and prefers at least some hands-on knowledge of what needs to be managed
- Hesitant to delegate authority or details; follow-up is close and critical ensuring that the team has completed all work to exacting standards
- Fast paced and eager for results, tempered by a drive to ensure accuracy and completeness; interprets deadlines literally and drives the team hard to meet them
- Slow to trust others until they have produced accurate, timely results consistently
- Demanding, creative, and exacting; always striving to do things better, faster, and with greater precision; focuses more on solving problems than celebrating or praising solutions

Selling Style

As a salesperson, Ian will be:

- Authoritative and assertive in guiding the process towards stated goals
- Driven to keep the process moving along as quickly as possible without sacrificing quality in any way
- Eager to completely understand any idea, product, or concept before bringing it before clients
- Competitive and individualistic approach; prefers to work alone and maintain control of the process
- Better at selling technical or specialized products than intangibles
- Diagnostic in approach; asks probing questions, ascertains the problem, and applies a solution proven to work
- More comfortable answering questions or objections after having had time to think about a response and being able to provide proof to support it.

Management Strategies

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

- Opportunities to broaden technical knowledge and gain experience in increasingly responsible positions.
- As much autonomy as possible in setting priorities, expressing ideas, and putting them into action
- Recognition for tangible results obtained, rather than for political or selling skills
- Freedom from repetition
- Technical challenges that require innovative solutions.