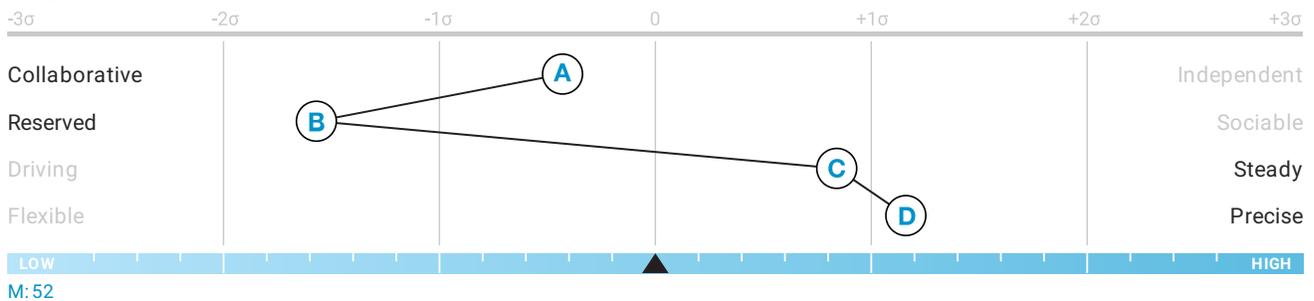




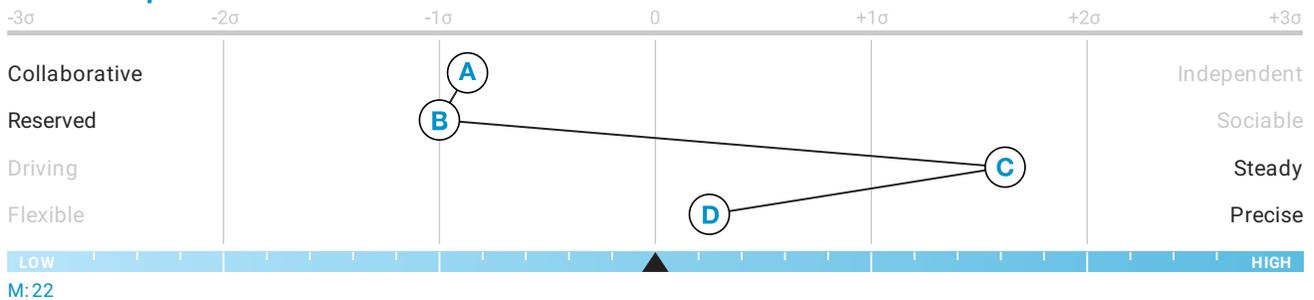
Artisan

An Artisan is accommodating and analytical, while producing highly precise and accurate work.

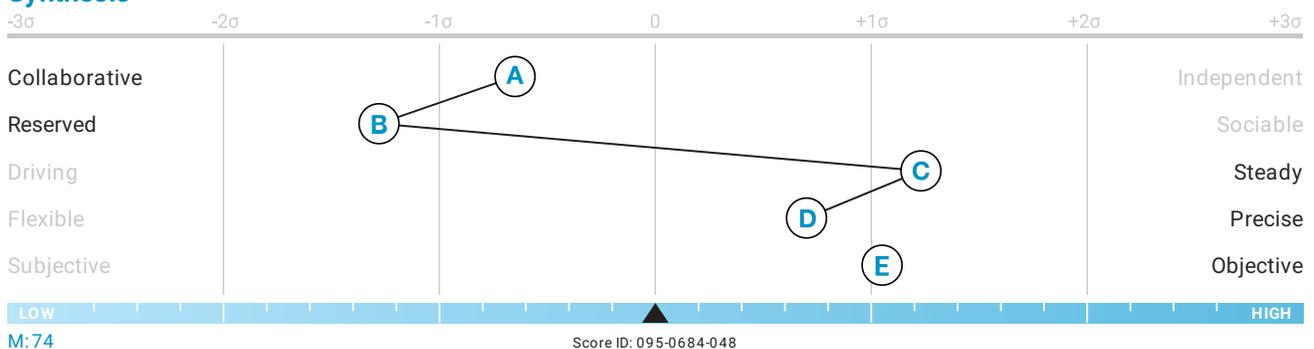
Self



Self-Concept



Synthesis



Strongest Behaviors

Len will most strongly express the following behaviors:

- Formal, reserved, introspective, and skeptical of new people; requires “proof” to build trust in new people.
- Detail-oriented and precise; follow-through is deep and literal to ensure tasks were completed in accordance with quality standards.
- Operationally, as opposed to socially, focused. Thinks, in specific terms, about what needs to be done and how to do it accurately and flawlessly; follows, in a literal way, that execution plan.
- Private, serious, introspective, and reserved. Takes time to connect to and trust new people.
- Focused; can concentrate on the task at hand for long periods. Quickly notices and understands technical matters more than social ones. Consistent and patiently thoughtful.
- Works at a steady, unwavering pace; most comfortable with familiar processes, environments, and co-workers. Doesn't easily change.
- Driven to protect the company against risk by thoroughly leveraging their background and strictly following “the book.”
- Cautious; follows a well-established and proven plan to avoid making mistakes. Does the background research necessary to have proof to support decisions before action is taken.
- Detail-oriented and accommodating; most comfortable working as part of a well-defined team for which they produce high-quality output and decisions.

Summary

Len is thoughtful, disciplined, and particularly attentive to, careful of, and accurate with the details involved in the job. Identifies problems, and enjoys solving them, particularly within their area of expertise. Works at a steady, even pace, leveraging their background for the betterment of the team, company, or customer.

With experience and/or training, they will develop a high level of specialized expertise. Serious and dedicated to the job and the company. Their work pace is steady and even-keeled, and they're motivated by a real concern for getting work done thoroughly and correctly. Discipline and circumspect thinking will lend caution to their decision-making; Len plans ahead, double checks, and follows up carefully on decisions and actions.

A modest and unassuming person, they work autonomously in their area of expertise. When working outside of that area, their drive is to seek specialized knowledge by finding definitive answers from written resources, authoritative management, or established subject-matter experts. Is most effective and productive when they work within or close to their specialty and experience, and prefers to stick to the proven way. If it becomes necessary for to initiate or adopt change, Len will need to see cold, hard, evidence to prove that the new way is proven, complete, and yields high-quality results. In addition, they'll carefully plan the implementation to minimize problems and maximize results.

This individual is reserved and accommodating, expressing themselves sincerely and factually. In general, they're rather cautious and conservative in style, skeptical about anything new or unfamiliar or any change in the traditional way of doing things. Possessing the ability to strongly concentrate on the job at hand, they are most effective when given uninterrupted blocks of time. Has better-than-average aptitude for work that is analytical or technical in nature.

Management Strategies

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

- Opportunity to work within their own area of expertise to assure high-quality, by-the-book, results
- Wherever necessary, detailed, thorough training in their specialized work
- The chance to learn and practice in an orderly, stable environment
- Recognition for work well done
- Stability and predictability in the work environment and responsibilities
- A positive, non-threatening approach when it is necessary to correct, change, or criticize their work.

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