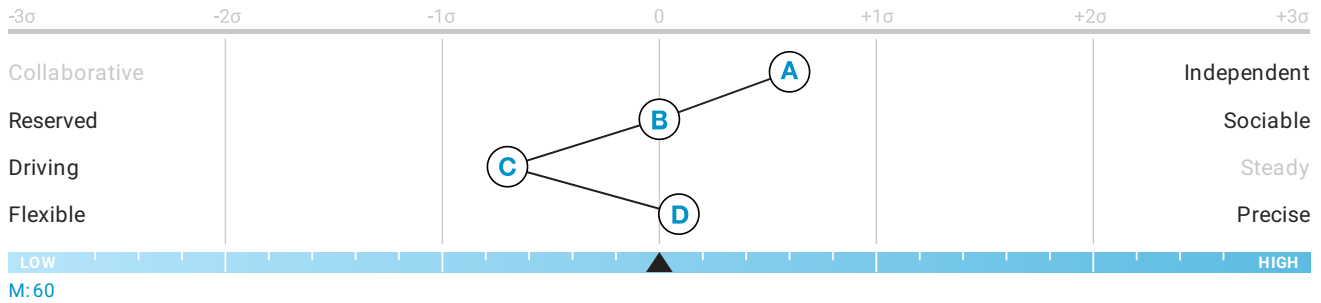




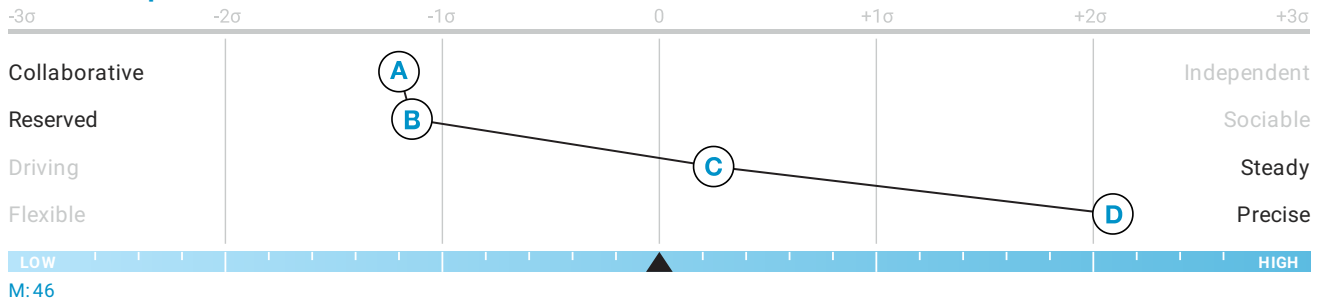
Strategist

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

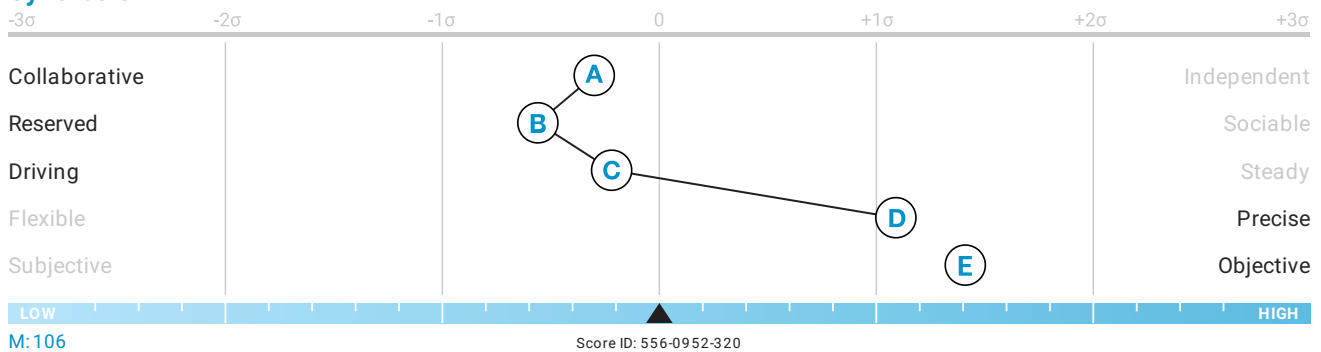
Self



Self-Concept



Synthesis



Strongest Behaviors

Josh 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.
- Task-focused; often notices and is driven to fix technical problems, cutting through any personal/emotional issues. In areas of interest, has aptitude to spot trends in data or figure out how complex systems work.
- Relatively independent in thinking and action; often comfortable taking action without input from others. An analytical and private person.
- Assertive drive to accomplish personal goals by working around or through roadblocks. Communicates directly and to the point.

Summary

Josh 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. Josh 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. Josh 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, Josh 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 Strategies

To maximize effectiveness, productivity, and job satisfaction, consider providing Josh 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.