

RELATIONSHIPS WITH PEERS WILL BE:

Participation in groups or going it alone as necessary.

AND WILL APPRECIATE SUPERVISION THAT ALLOWS FOR:

Handling anything alone; liking to be in charge. Over-confident.

CLOSER RELATIONSHIPS WILL EVOLVE THROUGH:

Both giving and receiving recognition/affection, but not depending on it.

ENCOURAGE USE OF:

*Dominance
Active sociability
Light-heartedness
Independence or autonomy
Expression and responsiveness
Self-acceptance*

& AVOID EXPECTING/DEMANDING:

*Serious about self-image
Quietness
Gentleness
Submissiveness*

GENERAL THEMES AND ISSUES

A word that might summarize this person under pressure is "Competition".

Achieves and succeeds through independence.

Personality is most definite in pressure situations. High pressure consistency.

Will not enjoy situations where steady helpfulness matters.

This energy profile will need to focus on "Systems Implementing".

Needs to be in charge.

Needs to be in situations requiring conversation and enthusiasm.

Is averse to ambiguous situations.

AVOID SITUATIONS THAT MAY LEAD TO FEELING UNSKILLED OR UNINFORMED.

Is not averse to public presentation.

WHEN CONFRONTED BECOMES EMOTIONAL.

PAY ATTENTION TO "MOTIVATION/DRIVES" GRAPH. HIGH ENERGY IN MOTIVATION/DRIVES.

Profile is basically consistent. Few switches.

IF CONSIDERING PRESSURE, PAY ATTENTION TO "MOTIVATION/DRIVES" GRAPH.

Is not averse to giving performance feedback.

An overall summary of this person's drive is "Charm".

PERSONAL

Relates in eccentric ways to others.

Driven, ambitious, and tough.

Opinionated.

Somewhat self-centered or inconsiderate.

Can be stubborn and unresponsive.

Has difficulty in situations that limit interpersonal contact.

In a pressured context, will not be cooperative (submissive).

Is dramatic and high energy and convincing.

Has a tendency to get hostile.

Tends to decide before all information is considered.

In a relaxed context, will have a high drive for status.

Proudly productive and hard-working.

Tends generally to value those who express initiative.

In a pressured context, will have a high drive to dominate.

INTERPERSONAL AND GROUP RELATIONS

*May too readily take control of situations.
Tends not to placate in conflict situations.
Try not to place in groups where support of other members is necessary.
Is very uncomfortable providing support to others.
Tends not to hear feelings and opinions. Needs to be reminded of motives.
Tends to listen well for action and activity. Pays attention to deadlines.
Try to place in groups requiring quick decision-making.
Generally will want to belong to the group.
Generally will want to supervise others.*

OCCUPATIONAL AND WORK ROLES

*Shows some sales interest in closing deals.
Needs a sales role over other organizational roles.
Shows some interest in a sales role.
Enjoys a sales role over other organizational roles.
Shows some sales interest in prospecting.*

LEADERSHIP/MANAGEMENT & TRAINING

*Shows some management interest in exercise of authority.
In a pressured context will lead by challenging and pushing others.
Shows some interest in management as a role.
Shows interest in leadership as a role.
Lead thinking style is "Abstract".
Generally will be willing to make high-risk decisions.
Generally will be willing to give performance feedback.
Overuses a tough-minded task oriented style. Tends to push too hard.
In a pressured context will develop new processes.
Generally will be comfortable exercising authority.
Manages in a tough-minded task oriented fashion.
Leads in a more challenging fashion under pressure.
Generally will lead by inspiring others.
Weakest thinking style is "Value-based."*