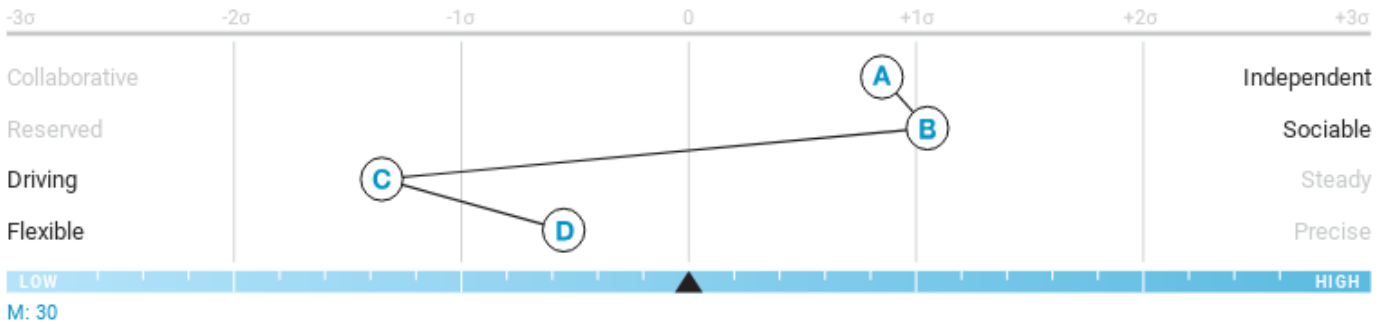




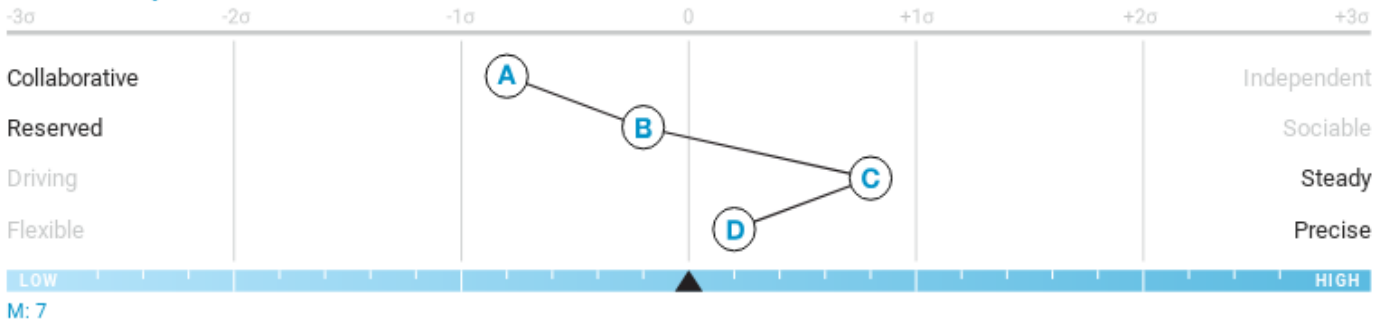
Persuader

A Persuader is a risk-taking, socially poised and motivating team builder.

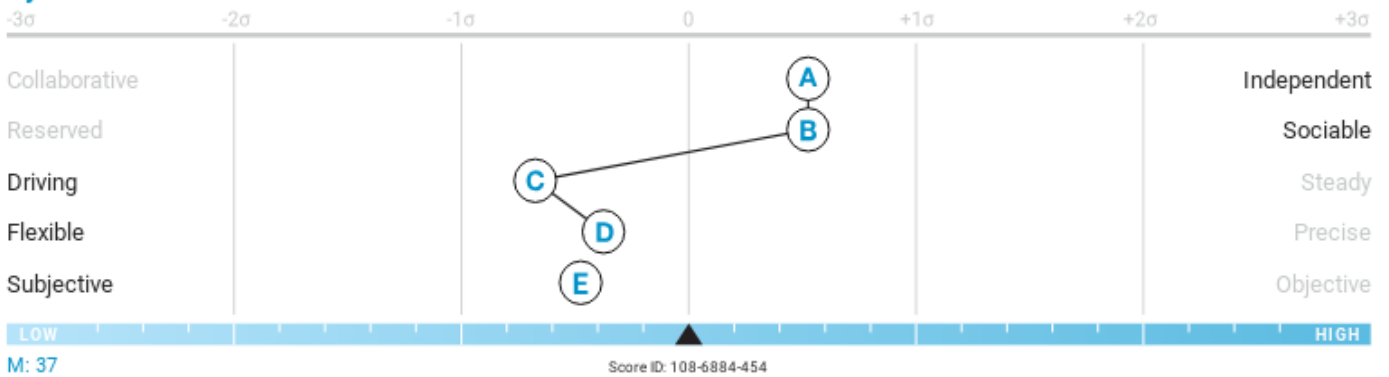
Self



Self-Concept



Synthesis



Strongest Behaviors

Michelle will most strongly express the following behaviors:

- Proactively connects quickly to others; open and sharing. Builds and leverages relationships to get work done.
- Comfortably fluent and fast talk, in volume. Enthusiastically persuades and motivates others by considering their point of view and adjusting delivery.
- Collaborative; usually works with and through others. Intuitive understanding of team cohesion, dynamics, and interpersonal relations.
- 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.

Summary

Michelle is an engaging, stimulating communicator, poised and capable of projecting enthusiasm and warmth, and of motivating other people.

Has a strong sense of urgency, initiative and competitive drive to get things done, with emphasis on working with and through people in the process. Understands people well and uses that understanding effectively in influencing and persuading others to act.

Impatient for results and particularly impatient with details and routines, Michelle is a confident and venturesome “doer” and decision-maker who will delegate details and can also delegate responsibility and authority when necessary. Michelle is a self-starter who can also be skillful at training and developing others. Applies pressure for results, but in doing so, their style is more “selling” than “telling”.

At ease and self-assured with groups or in making new contacts, Michelle is gregarious and extraverted, has an invigorating impact on people, and is always “selling” in a general sense. Learns and reacts quickly and works at a faster-than-average pace. Able to adapt quickly to change and variety in the work, will become impatient and less effective if required to work primarily with repetitive routines and details.

In general terms, Michelle is an ambitious and driving person who is motivated by opportunity for advancement to levels of responsibility where they can use their skills as team builder, motivator and mover.

Management Style

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

- Broadly focused; attention is on where they bring the team, and what goals they want the team to achieve, rather than on the specifics of how they will get there
- Strongly focused on cohesion, communication, morale, and team accomplishment; achieves goals through them and with them
- Comfortable delegating authority; eager to discuss ideas with others. Is amenable to changing their mind if it helps the overall goal
- At ease in delegating details and implementation plans
- Quick, friendly and broadly-focused when following-up on delegated tasks; is eager to get details completed quickly, freeing up the team to work on the next objective
- Flexible in working with different kinds of people
- Engaging and enthusiastic; confident in their ability to persuade others towards a point-of-view.

Influencing Style

As an influencer, Michelle will be:

- Michelle is confident and persuasive in guiding the process towards their goal. They're eager to keep the process moving along as quickly as possible; utilizing persuasion, not pressure, to gain agreement. Skillful with the emotional aspects of influencing others; connecting with others more than the specific details of the implementation; leveraging this information to gain agreement quickly. Adept at navigating the "politics" of an organization; finding the key players and utilizing persuasive talk to gain agreement. Michelle is flexible and adaptable; relying on their ability to think on the spot rather than making a distinct plan to follow. Better at influencing others about intangibles such as ideas or concepts.

Management Strategies

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

- Opportunities for involvement and interaction with people
- Some independence and flexibility in activities
- Freedom from repetitive routine and details in work which provides variety and change of pace
- Opportunities to learn and advance at a fairly fast pace
- Recognition and reward for communications and leadership skills demonstrated
- Social and status recognition as rewards for achievement.