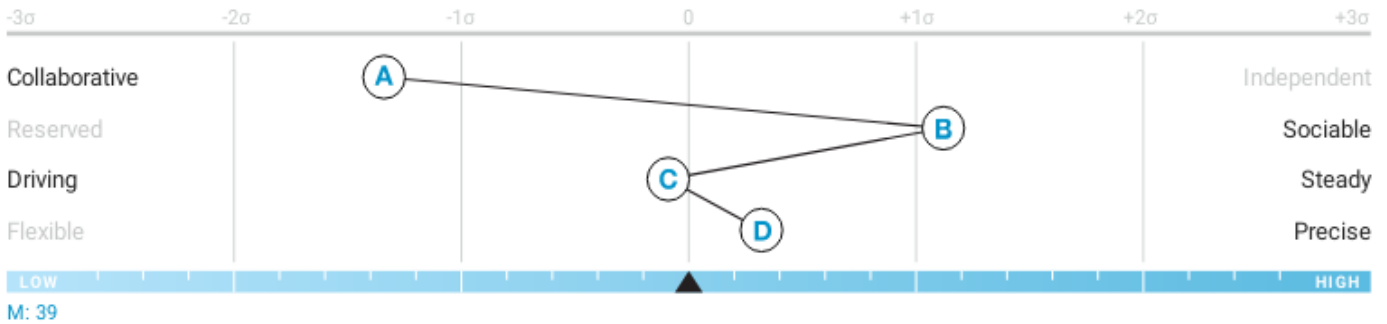




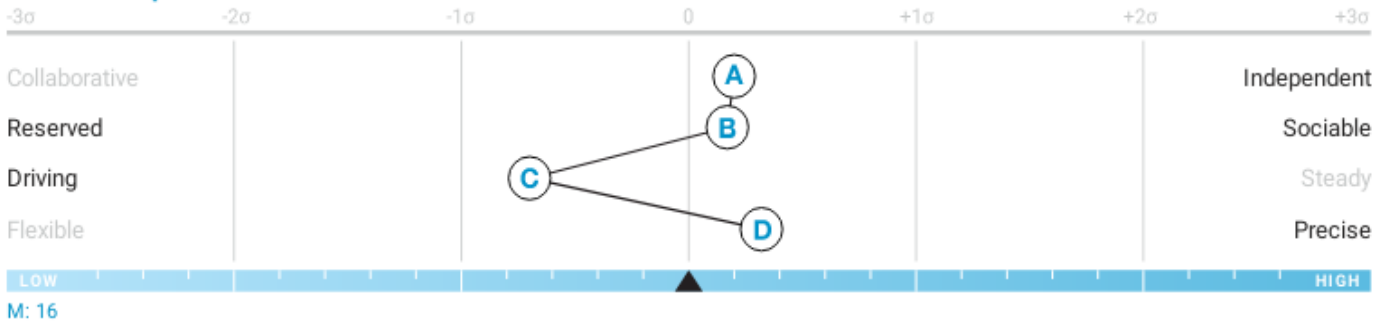
Altruist

An Altruist is congenial and cooperative with an efficient, precise work ethic.

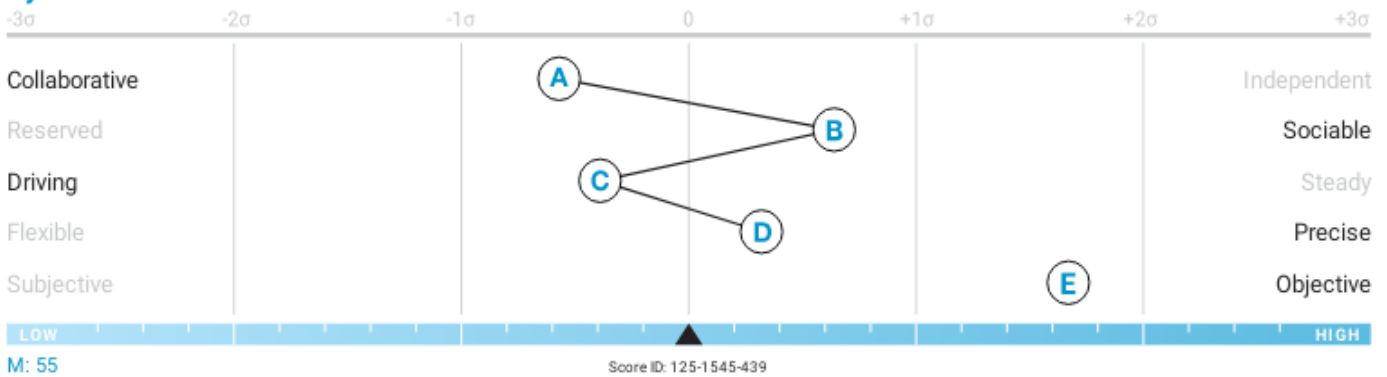
Self



Self-Concept



Synthesis



Strongest Behaviors

Markus will most strongly express the following behaviors:

- Socially-focused, naturally empathizes with people, easily seeing their point of view or understanding their emotions. Positive, non-threatening communication.
- Teaches and shares; often working collaboratively with others to help in any capacity.
- Accommodating; most comfortable working with others, often puts team/company goals before personal goals. Promotes teamwork by actively sharing authority.
- Drive to protect the company against risk by doing things in general accordance with established standards.
- Careful; usually follows a plan to avoid making mistakes. Generally has proof to support decisions before taking action.
- Detail-oriented and helpful; works comfortably as part of a team and often checks work.

Summary

Unassuming, unselfish and has a genuine interest in other people and a strong, intuitive understanding of them. Outgoing and friendly, they enjoy working with others and is lively, warm company.

A pleasant and extraverted person, Markus is an effective communicator, able to stimulate and motivate others while being aware of and responsive to their needs and concerns. Their congenial personality and friendly, interested attitude make them readily approachable. Markus gets along easily with a wide variety of people.

Their drive is directed at working with and for others. They derive particular satisfaction from doing things for others, the company, management, the team, and for the company's customers. Cooperative and willing, this individual can be a particularly effective teacher and communicator of the company's policies, programs, and systems.

Works at a faster-than-average pace; is attentive to details and both quick and accurate in handling them. Markus is, however, too impatient to enjoy working with details as repetitive routine or as a primary responsibility.

Eager to be sure that things are done exactly right, they'll follow-up carefully and closely if the work requires delegation of details to others. When it is necessary to be critical, will try to do that in a constructive, supportive manner. Their sense of urgency and sense of duty combine to make someone who is actively concerned about the timeliness, as well as the correctness, of any work for which they are held responsible.

In general, they are a cautious and careful person, respectful of company authority and traditions, a specialist who avoids risk and uncertainty by taking care to do things properly, working within the company's formal organizational structure.

Management Style

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

- Proactive in bringing the team together to complete work by “the book,” within accepted standards and policies, and on-time
- An enthusiastic, outgoing team player; motivated to work with and through others to achieve the company’s goals
- Cautious when delegating; takes pride in the work and is anxious to do things right; when they do delegate, follow-up will be quick, congenial, and constructive, ensuring that procedures have been followed, standards have been met, and direct reports are positive about the experience
- Collaborative in approach; eager to gather input from other, whose viewpoints are valued; Markus will, however, be unlikely to go against accepted policies or higher authority
- Keenly interested in the development of others; is an enthusiastic coach or trainer; a conscientious communicator of the company vision
- Respectful of authority and considerate of others; focus is on the job at hand, which is taken very seriously.

Influencing Style

As an influencer, Markus will be:

- Convivial and persuasive; will utilize an effective and stimulating style to build a solid, trusted relationship with others
- Composed and thorough when presenting ideas and solutions where they’re a consummate expert
- Warm and sincere with others; eager to understand their needs and help them by providing tailored, proven solutions that are within the accepted allowance and without over-committing
- Reluctant to push or pressure others; willing to answer questions thoroughly and provide detailed information before rushing to gain agreement
- Comfortable and confident with a proven process they know well; reluctant to change unless given good reasons, proper training, and specific guidelines
- Generally liked and trusted by others in repeated contact; adept at maintaining and growing productive business relationships.

Management Strategies

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

- Clear, specific description of the job, with duties, responsibilities, and organizational relationships clearly defined
- Opportunities to learn everything that’s needed to know about the job
- The support and help of management, subject-matter experts, or trusted advisors when working outside their area of expertise
- Freedom from repetition
- General assurance of security, respect, and appreciation of the work
- Opportunities for interaction with people.