

Mr. John Doe

ABC, Inc.

PRIMARY STRENGTHS:

- James, you are quite inquisitive and good at probing for facts. You like to be innovative in your approach to problem solving. You tend to be good at seeing the obstacles or disadvantages in certain situations.
- Although you do not seek change for the sake of change, you tend to prefer novelty and variety in your day to day work. Having lots of ideas on how problems can be solved, you like to have the freedom to share those ideas and implement them when possible.
- James, you are quite comfortable juggling different projects simultaneously. You are also able to move from one project to the next fairly easily. This ability allows you the capacity to take on a large number of projects or activities and complete them successfully.
- You tend to be more factual and logical in your approach to persuading others to your point of view. Thereby, you look at things in a rather direct and straightforward manner. Although this is your tendency, you have been able to adapt your style depending on the needs of the situation.
- You, James, are open-minded, but not to the point of being insensitive to the rules that need to be followed. You display balanced judgment in reviewing procedures. You will probably make sure that your clients get serviced by high quality people.

DEVELOPMENT IMPERATIVES:

WORK WITH OTHERS MORE EFFECTIVELY

- At times you may come across as too aggressive, which may intimidate or offend some people. In order to be most effective, take time to consider how your style might impact others.
- Your strong focus on getting results may come across as too direct or domineering. Make sure you take into account the pace and expectations of others when seeking to achieve your goals.
- Strive to create a greater balance between your focus on results and your sensitivity to the needs of others. Inquire about the thoughts and feelings of others before presenting your perspective. Seeking to listen more actively will give you time to create a more measured response while also demonstrating respect for the other person.
- Periodically, seek feedback from those you manage or from trusted colleagues to gauge the degree to which your efforts are being seen. Ask them to provide you with examples of both positive things they have seen in your response to others and an example of an aspect you could continue to improve.

BUILD A MORE COLLABORATIVE TEAM ENVIRONMENT

- Being results-oriented and driven to succeed, your tendency may be to charge ahead alone rather than taking the time to work with others in the organization. Taking time out to see how your role influences others can help you better understand when team work will be vital to your success and the overall success of the organization.
- During meetings, do not stifle participation in your enthusiasm to move quickly to action. Take the time to listen to others' ideas and opinions. The information you receive may impact your decision, and ultimately, lead to your achieving maximum results.
- Promote "win-win" solutions so that others see that your interests are bigger than your own set of responsibilities. Invite others on the team to offer suggestions to issue you may be experiencing.
- Leveraging the knowledge, skills, and experience of others can help you develop and be even more successful. Remember to solicit input from others during all phases of problem solving.
- Avoid being seen as overly critical or fault-finding by first searching for commonalities in your ideas and those of others. Focus on areas of agreement before sharing where you may see things differently.



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