

Benjamin James

Assessment Date

02/14/2023

Report Date

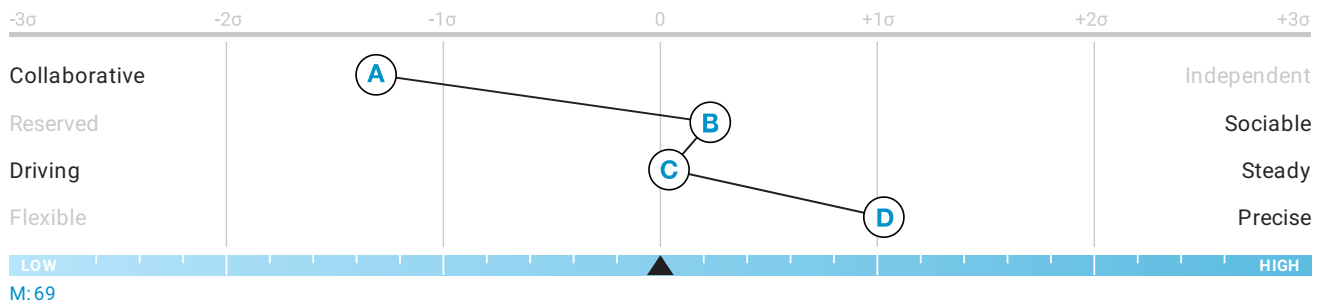
11/19/2023



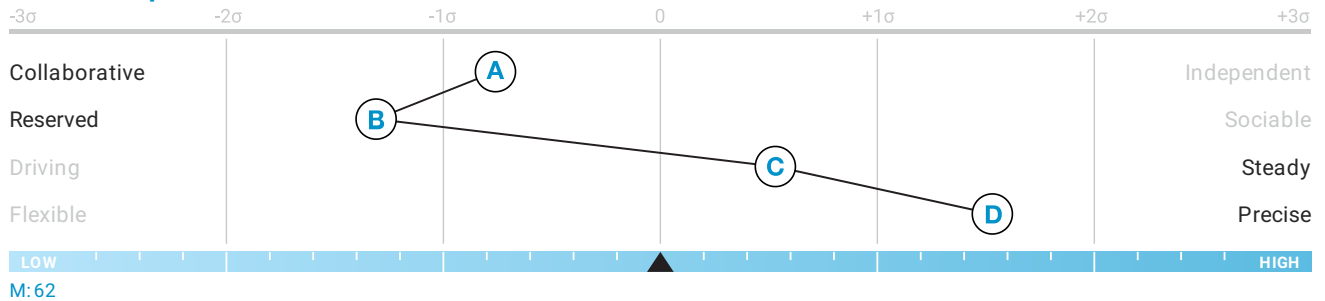
Guardian

A Guardian is unselfish and approachable with a preference for detailed, skill-based work.

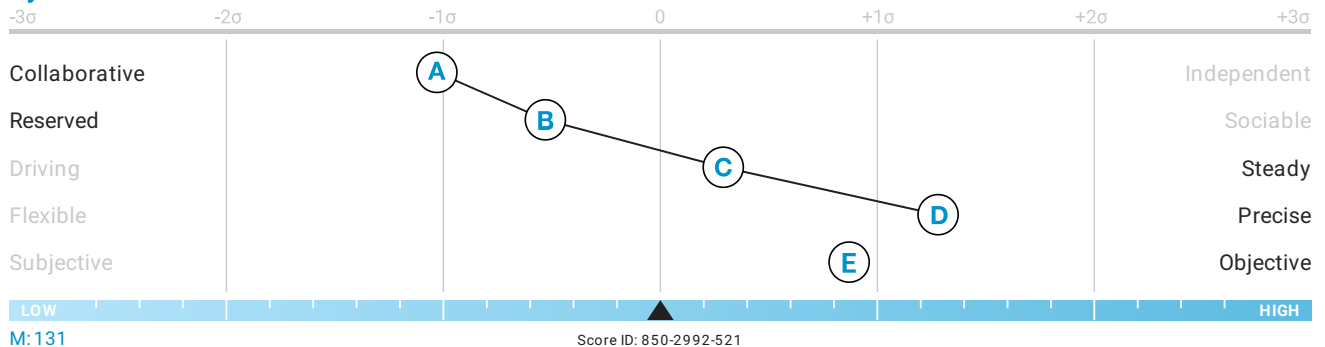
Self



Self-Concept



Synthesis



Score ID: 850-2992-521

Strongest Behaviors

Benjamin will most strongly express the following behaviors:

- Driven to protect the company against risk by thoroughly leveraging their background and strictly following “the book.”
- Cautious; follows a well-established and proven plan to avoid making mistakes. Does the background research necessary to have proof to support decisions before action is taken.
- Detail-oriented and accommodating; most comfortable working as part of a well-defined team for which they produce high-quality output and decisions.
- 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.
- 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.

Summary

A very conscientious and disciplined person; particularly careful, thorough, and accurate in their work. This individual is exacting and strives to produce results that precisely meet the established goals. Works best where there are clear standards, expectations, reporting relationships and measurements for the work. Benjamin will depend upon professional training, their own experience, or management leadership, to provide those standards and the structure needed for their work.

Given sufficient experience, they will produce work of high quality, giving close attention to the accuracy of details. Stable and dependable; consistent in their actions and, if necessary, has sufficient patience to do work of a repetitive nature. Believes in having, and following, well-defined processes and procedures.

Benjamin is unselfish, motivated by a strong sense of duty. Derives satisfaction from doing good work for the company or the team, and values recognition of their dedication and specialized skill. Cautious; takes work responsibilities very seriously. Does things the established or conventional way, and will make changes only when convinced, with hard evidence, that the new way will be better. In rolling out new changes, Benjamin will be very tactical, thinking through exactly how it should be done, creating a complete plan, and having solutions to possible pitfalls. Decisions will be equally well thought-out.

In social terms, this individual is rather unobtrusive and quiet, friendly and pleasant with people they know well; they're reserved and polite in meeting new people. Their general social behavior is governed by a strong sense of propriety and a concern for doing and saying the right thing. In familiar social and work situations in which they feel comfortable, they're agreeable, helpful, respectful, and very conscious of their responsibilities.

Management Style

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

- Patiently focused on guiding the team to produce excellent, high quality work

- A helpful team player; this individual wouldn't ask the team to do anything they wouldn't be willing to do themselves if they needed to step in
- Bound by duty and responsibility; takes the job very seriously and will be forthright in guiding employees to do the same
- Cautious in delegation; follow-up will be courteous and close ensuring that work has been done "by the book" within company policy, and up to precise standards
- Cautious with unfamiliar or risky situations; Benjamin will take time to do careful, thoughtful analysis and defer to company policy, established professional standards, or upper management before making a decision
- Most comfortable managing areas where they have personal experience and considerable expertise; given the desire, can be a patient, thorough, and supportive technical coach/mentor
- Reserved and considerate; focused on quality, completeness, and adherence to company policy.

Influencing Style

As an influencer, Benjamin will be:

- Conscientious and thorough; careful to convey information as accurately and completely as possible
- Strongly driven to gain specific knowledge regarding business needs of others; uses this information to create a plan for gaining agreement and prefers to follow this plan
- Comfortable discussing implementation details, considering them an important aspect of the process; will want to deliver the idea or concept exactly as promised
- Confident in the proven successes of the ideas and concepts and will use this information to aid in the process
- Patient, relaxed, and deferential; Benjamin; wants to help others and won't push if they slow the timeline, resist, or aren't interested
- Better at influencing others about tangible ideas or concepts with which they're intimately familiar than with more abstract concepts or ideas.

Management Strategies

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

- Opportunity to leverage specialized knowledge and experience on a daily basis
- Where necessary, thorough, detailed training in all aspects of the job
- Very clearly stated goals, work expectations, and definitions of work outcomes. When appropriate, Benjamin should help create these
- The chance to develop experience and confidence in one specialized job at a time
- Stable reporting relationships, including supportive leadership
- Opportunity to protect the company against risk
- Expressions of recognition of good work and cooperative attitude.