

# Benjamin Carr

Assessment Date  
Report Date

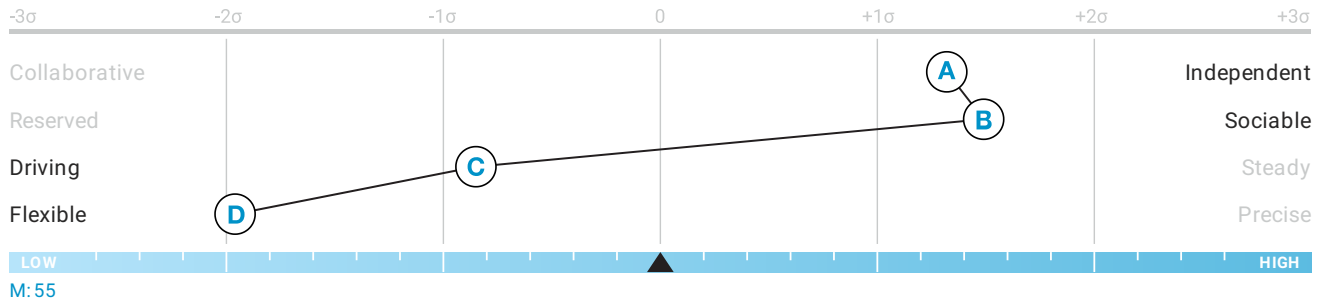
01/11/2024  
3/28/2024



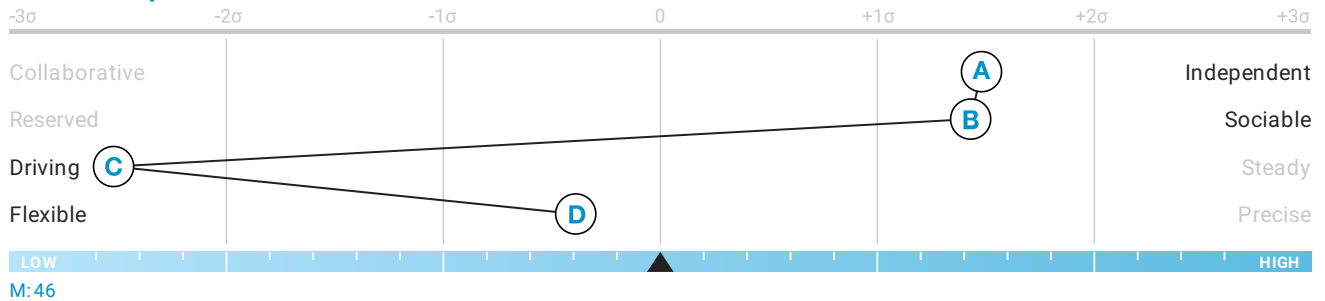
## Maverick

A Maverick is an innovative, “outside the box” thinker, who is undaunted by failure.

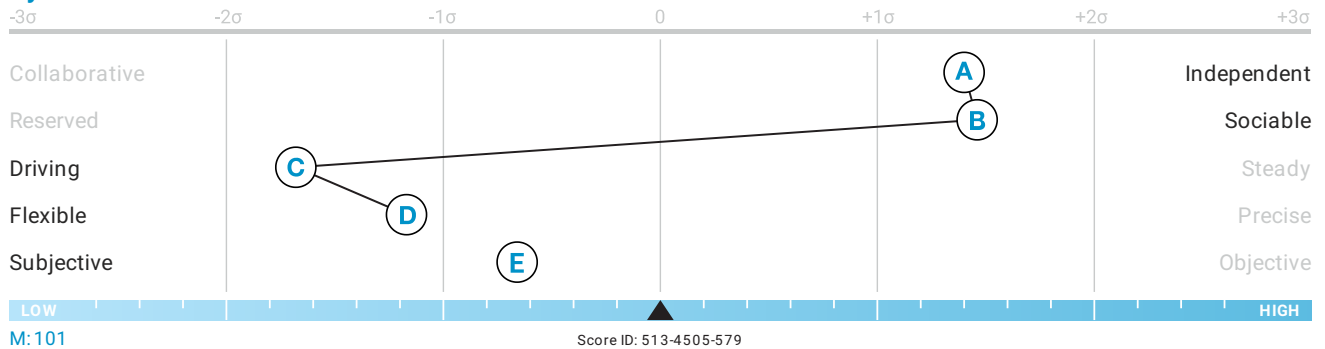
### Self



### Self-Concept



### Synthesis



Score ID: 513-4505-579

## Strongest Behaviors

---

### Benjamin will most strongly express the following behaviors:

- Socially informal, extroverted, and outgoing; gets familiar quickly. Communicates in an uninhibited, lively, and adaptable manner, drawing others into the conversation.
- Interested in people, building relationships, and teamwork rather than technical matters. Affable, optimistic, and easily trusting.
- Focused on goals and the people needed to get there, not details or plans; frequently delegates details.
- Risk-taking, daring, and focus on future goals; this individual is more concerned with where they're going than either how they'll get there, or where they've been. Adaptable, operates flexibly.
- Makes decisions and takes action, even with little proof confirming their decision. Confident in their own ideas and unimpressed with tradition.
- Flexible approach to "the book" often bends the rules and does things their own way. An innovative, "outside the box" thinker who is undaunted by failure.
- 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.

## Summary

---

A very independent, confident, decisive, self-starter, intense and driving. This individual has a strong sense of urgency, can react and adjust quickly to changing conditions, generate novel ideas, and deal with them swiftly.

Their drive is directed at getting the important things done. Competitive, ambitious and venturesome, they respond positively and actively to challenge and pressure, always sure of an ability to handle problems and people. This individual is outgoing and poised; a forceful, animated, communicator tending to be more authoritative than persuasive in style. They talk briskly, with assurance and conviction and are a stimulating influence on others, while being direct, determined and flexible.

Sure of the value of personal judgments and opinions, and persistent in defending them if put under pressure to change them, Benjamin will question and challenge established company policies or systems and strive to prove in action the value of their ideas for change.

More concerned with the achievement of goals than with the details of how things get done, this individual will freely delegate to others with loose follow-up, but with demand and pressure for timely results. Ingenious and venturesome, they will likely become restless and dissatisfied if required to work under close control or to do work which is routine or highly structured. Very much a generalist, Benjamin is more concerned with the strategies involved in reaching goals than with specific or detailed tactics.

## Management Style

---

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

- Broadly focused, fast moving, and aggressive in pursuit of their own goals
- Eager to delegate details and implementation plans and focus on new ideas
- Reluctant to delegate true authority; Benjamin will eagerly discuss ideas with others and enjoys that process; however, their inner conviction is often too strong to convince otherwise.

- Follow-up is quick and cursory; they are likely to consider details minutia – impediments to focusing on the bigger picture
- Constantly looking to improve performance and ability to compete; willing to try radically new solutions and innovative approaches
- An influential and stimulating team leader – encouraging others to look at things from entirely new perspectives; relentless in the pursuit of change and creativity
- Direct, spontaneous, and opinionated – quick to voice opinions of how things are going.

## Selling Style

---

As a salesperson, Benjamin will be:

- Authoritative and enthusiastic in driving the process towards the goal; a “no-holds barred” approach
- Motivated to keep the process moving along as quickly as possible; comfortable with quick thinking and spontaneously removing barriers to success; focused on the end result
- Willing to take risks; unabashedly enthusiastic about unconventional or innovative methods to solve problems and close the deal
- Better at selling intangibles such as ideas or concepts than highly specialized or detail-oriented products
- A strong closer: comfortable taking the risks associated with asking for the business after only general discussions of what the problem is and how to solve it; not focused on implementation details
- Driven, competitive, and independent; prefers to make decisions with unrestricted leeway and authority.

## Management Strategies

---

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

- High levels of autonomy and flexibility in the job
- Ample opportunity for expression of and action on their own ideas and initiatives
- Variety, challenge, responsibility, and opportunities to demonstrate abilities
- Recognition, advancement and tangible rewards for success.