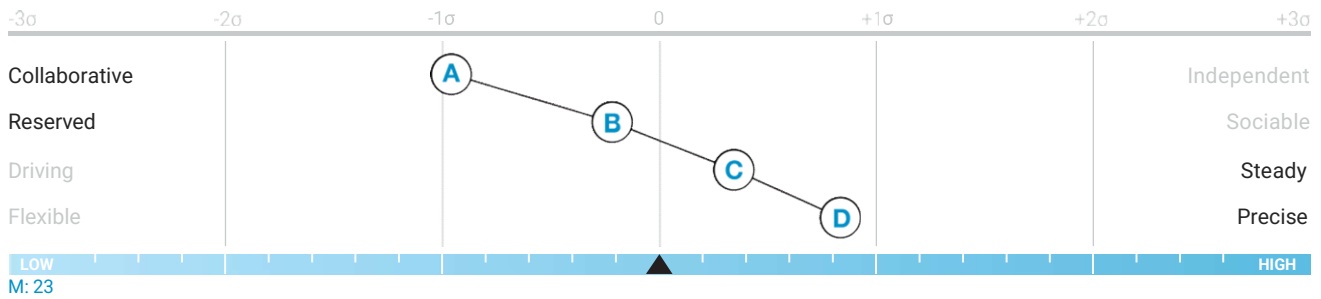




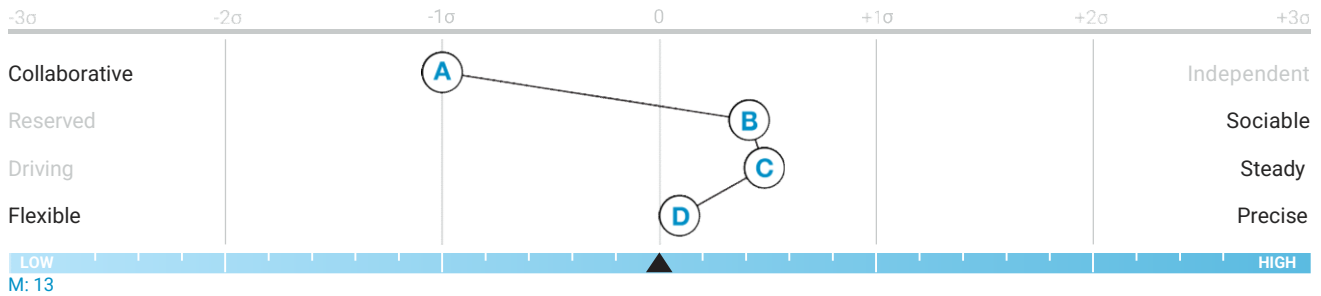
Guardian

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

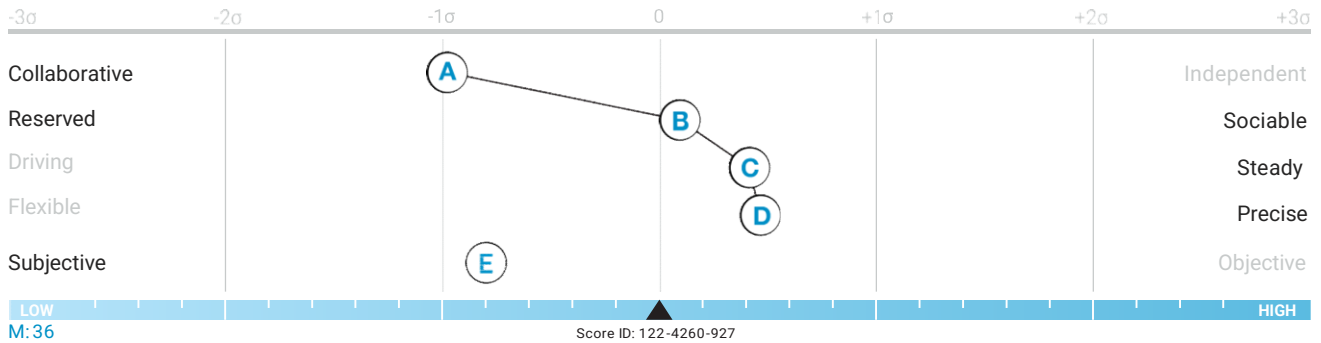
Self



Self-Concept



Synthesis



Strongest Behaviors

He 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.
- Unhurried and deliberate, stable and will do things using the established process; finds it difficult to change these systems. Dependable, consistent and needs familiar environments and coworkers to be most productive.
- Cooperative, easy-going, and agreeable in getting along with others. A focused, uncritical listener who won't “rock the boat.”
- Methodical, steady, and even-paced; loses productivity when interrupted.
- Formal, reserved, introspective, and skeptical of new people; requires “proof” to build trust in new people.
- Detail-oriented and precise; follow-through is deep and literal to ensure tasks were completed in accordance with quality standards.
- Operationally, as opposed to socially, focused. Thinks, in specific terms, about what needs to be done and how to do it accurately and flawlessly; follows, in a literal way, that execution plan.

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. He 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.

He 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, he 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 Strategies

To maximize effectiveness, productivity, and job satisfaction, consider providing him 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, he 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.