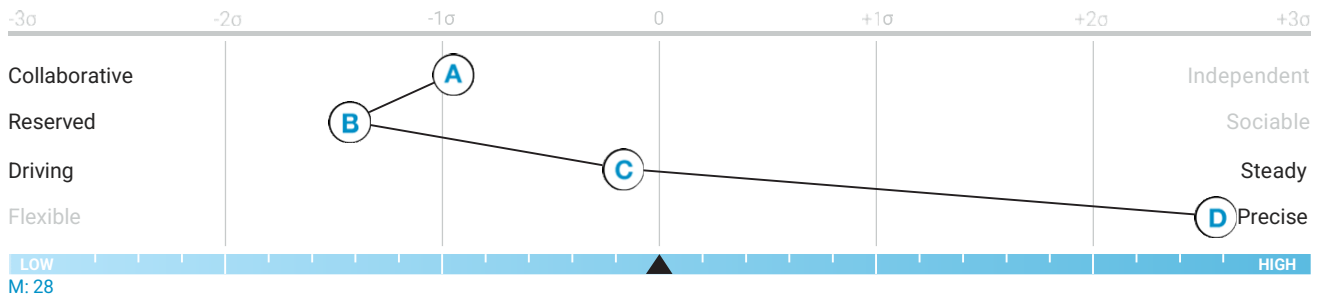




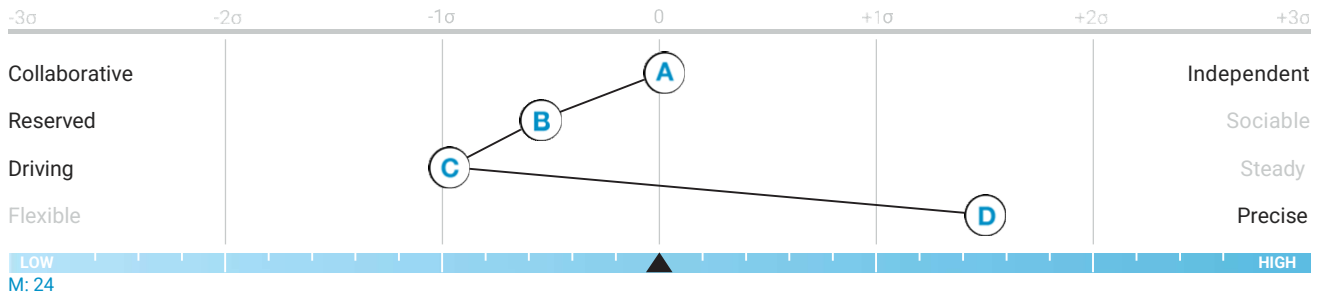
Specialist

A Specialist is a highly precise worker, who remains skeptical while respecting authority.

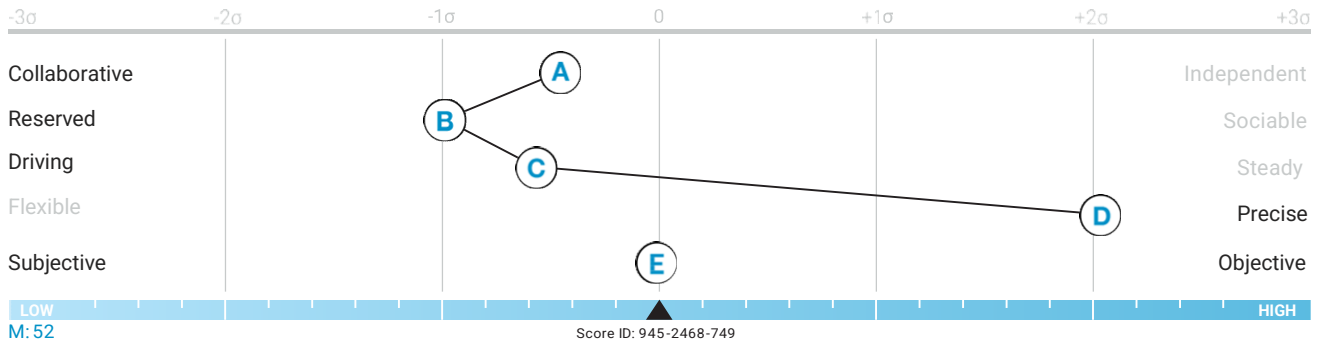
Self



Self-Concept



Synthesis



Strongest Behaviors

This Behavioral Pattern is extremely wide, which means that observed behaviors are very strongly expressed and needs are very strongly felt.

She will most strongly express the following behaviors:

- Strongly formal and reflective; a cool, sometimes withdrawn person who's often deep in thought. Very skeptical of new people, requires substantial "proof" to build trust in someone.
- Extreme precision, sometimes perfectionistic; strong follow-through to ensure tasks are completed exactly in accordance with quality standards.
- Nearly exclusive focus on technical, rather than social issues. Very disciplined, specific thinking about what needs to be done, how to do it perfectly, and how to avoid pitfalls. Makes and checks an execution plan that is followed literally.
- Places high value on "the book," and/or professional background, which will be followed exactly to protect the company against risk.
- Very cautious and conservative; faithfully follows a well-established, well-proven plan to ensure success; will generally not act without one. Does the homework before taking action, will find supporting proof and verify it.
- Detail-oriented with perfectionist tendencies; works best with a well-defined, proven team for which this individual can produce thorough and high-quality work and decisions based on solidly quantifiable data.
- Careful with rules; precise, "by the book", fast-paced, and literal in interpreting rules, schedules and results.
- Detail-oriented and thorough; works to ensure things don't fall through the cracks, and follows up to ensure they're done properly and on time.
- Driven to achieve operational efficiencies: thinks about what needs to be done and how it can be done as fast as possible while maintaining a high-quality outcome. Impatient with routines.

Summary

She is a very conscientious person, particularly attentive to, careful of, and accurate with the details involved in the job. Identifies problems, and enjoys solving them, particularly within own area of expertise.

Reserved, serious, and always concerned with the exact correctness of the work. Self-discipline, sense of duty, and respect for authority and tradition are strong qualities in her, who takes responsibilities very seriously.

With experience and/or training, she will develop a high level of specialized expertise and efficiency. Disciplined and dedicated to the job and the company. Work pace is somewhat faster-than-average, and she is motivated by a real concern for getting work done on time and correctly. Discipline and circumspect thinking will lend caution to decision-making; plans ahead, double checks, and follows up carefully on decisions and actions.

A modest and unassuming person, works quite autonomously and decisively in their specialized area. When working outside of their expertise, they'll look to management, written resources, or subject-matter experts for direction. Most effective and productive when working within the field of own specialty and experience, and prefers to stick to the proven way. If it becomes necessary to initiate or adopt change, she will need to see cold, hard, evidence to prove that the new way is more efficient, yields high-quality results, and is complete. In addition, she will carefully plan the implementation to minimize problems and maximize results.

Social behavior is reserved and accommodating. Will express themselves sincerely and factually and is, in general, rather cautious and conservative in their style. Being very sensitive to criticism, they'll always try to make sure that the work is done right.

Management Strategies

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

- defined work, responsibilities, and reporting relationships
- Work that uses their training, experience, and specialized knowledge (including work that requires identifying, defining, and solving problems within those areas)
- Thorough training whenever needed, and no ambiguity about what is expected
- Security in a stable work environment
- Leaders and co-workers who can be respected and trusted
- Supportive team
- Appreciation of their competence, conscientiousness, and loyalty.