

Bob Hackney

Reference Profile: Venturer

Behavioral Score ID*: 344-8330-198 **Assessment Date:** Feb 8, 2025



Venturer

A Venturer is a self-starting, self-motivating, and goal-oriented risk-taker.

Strengths

- Drives change and challenges status quo
- Able to think big picture and anticipate problems
- Purposeful approach to most situations and people

Preferred Work Style

- Strongly task-focused; quickly notices technical problems and applies technical solutions, cutting through any personal/emotional issues diagnostically
- Fiercely independent; analytical, highly critical, and creative thinking and action; no need for external validation before action is taken
- Intense proactivity and aggressiveness in driving to reach goals

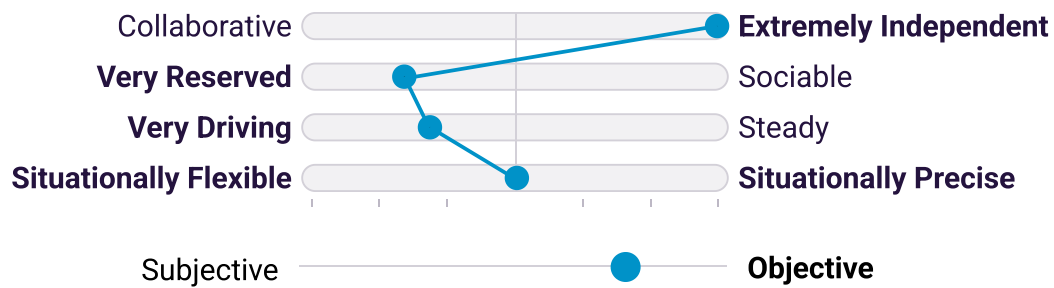
Potential Caution Areas

- Can appear tough-minded and directive
- May be dissatisfied or uncomfortable working under close supervision
- Probably won't adhere to structure or direction

Objectivity

- Extremely logic-based; factual; relies heavily on data and information

Behavioral Pattern



Let me drive

Needs lots of...

- Independence
- Control of own activities
- To be challenged

Let me think it through

Needs lots of...

- Opportunities to reflect
- Room for introspection
- Freedom from office politics

Give me variety

Needs lots of...

- Variety
- Opportunities to work at a faster than average pace
- Mobility

Give me structure

Needs some...

- Balance of: Understanding of rules and regulations and Freedom from rigid structure
- Specific knowledge of the job and Freedom of expression
- Freedom from risk of error and Opportunities to delegate details

Factor Combinations

Task-oriented

- Critical, creative thinker
- Technical orientation
- Inquiring mind

Proactive

- Takes initiative
- Competitive
- Driven to get things done

Comfortable with risk

- Independent
- Self-confident
- Control-seeking

Formal

- Reserved
- Private
- Straight forward communicator

Careful with rules

- "Corporate hook"
- Able to handle some details
- Independent but able to follow standards

Time to connect

- Situationally quick or takes time to connect

Behavioral Report

Bob is a distinctly independent and individualistic person, strong-minded and determined. Venturesome, will “stick their neck out”; and take responsibility for risks when they believe they are right. The challenge of new problems and new ventures is stimulating and will be responded to with action. They have a lot of confidence in themselves, their own knowledge, ability and decisions.

Bob is an ingenious and innovative problem-solver and troubleshooter. They have an actively inquiring mind, a lively interest in the technical aspects of the work, and a need to know and learn more about the systems, techniques, facts, and concepts involved in it. They will drive hard to get things done their own way, and quickly. A self-starter that initiates, makes decisions, and assumes responsibility for those decisions. They have a strong competitive drive, are ambitious, and will drive hard to achieve goals. Their sense of urgency and impatience for results will put pressure on others as well as on themselves.

When expressing themselves, they are direct, factual, outspoken, and frank. Their approach to others is authoritative, telling, and, if they encounter resistance or competition, they may be aggressive. Always concerned with timely results, they deal with ambiguous situations briskly and firmly.

Because Bob has a broad focus on goals and results, they prefer to delegate details to others. Quick and fairly accurate in handling details, they can become very impatient and less accurate in doing work which requires routine and repetitive handling of details at a slow or systematic pace.

Strongest Behaviors

Bob will most strongly express the following behaviors:

- Strongly task-focused; quickly notices technical problems and applies technical solutions, cutting through any personal/emotional issues diagnostically. Has aptitude to spot trends in data or figure out how complex systems work. Often takes interest in areas that aren't specifically their responsibility.
- Fiercely independent; analytical, highly critical, and creative thinking and action; no need for external validation before action is taken. Private.
- Very demanding, drives towards personal goals vigorously; attacks any road blocks forcefully. Communication is direct, no-nonsense, often brusque and directive.
- Intense proactivity and aggressiveness in driving to reach goals. Actively and boldly challenges the world, business, and even the areas of others within the business.
- Strongly independent in putting forth their own ideas, which are innovative and original, and if implemented, will change the organization. Resourceful and forceful in overcoming obstacles, vigorously and directly attacks problems; fights back hard when challenged.
- Incredibly strong sense of urgency; this individual is in nearly constant motion, putting pressure on themselves and others for immediate results. Unable to do routine work.
- 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.

Management Style

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

- Broadly focused; this individual's attention is on where they're going and what goals they want to achieve rather than on the specifics of how to get there
- Reluctant to delegate true authority; they are distinctly independent and individualistic with great confidence in their own ability, knowledge, and decisions
- Comfortable delegating details and implementation plans with emphasis on timely results
- Quick to follow-up on delegated tasks, generally asking more whether it's finished than how it was accomplished
- An innovative problem solver who is interested in the technical aspects of how things work
- Outspoken, authoritative and frank; quick to voice their opinion of how things are going.

Influencing Style

As an influencer, Bob will be:

- Authoritative in influencing others towards their goal; will get right down to business with as little "small talk" as necessary
- Driven to keep the process moving along as quickly as possible
- Willing to take risks such as experimenting with a new idea; will "wing it" if necessary
- Competitive and focused on results, their influencing style will be aggressive in pursuit of goals
- Generally better at influencing others with tangible technical concepts or ideas than intangibles like relationships
- Finds a variety of projects and challenges interesting and stimulating
- Impatient for results and will drive hard to gain agreement

Management Strategies

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

- Opportunities for learning and exposure to various aspects and responsibilities of the business, moving as fast as circumstances permit
- Encouragement in expression of and action on their ideas and initiatives, with as much independence as possible
- Variety and challenge in work and an environment where new ideas are valued
- Opportunity for advancement to positions of decision-making responsibility based on recognition of achievement and competence
- Opportunity to delegate routine detail work once they have experienced and mastered it

*A Behavioral Score ID is a unique identifier associated with your assessment results.