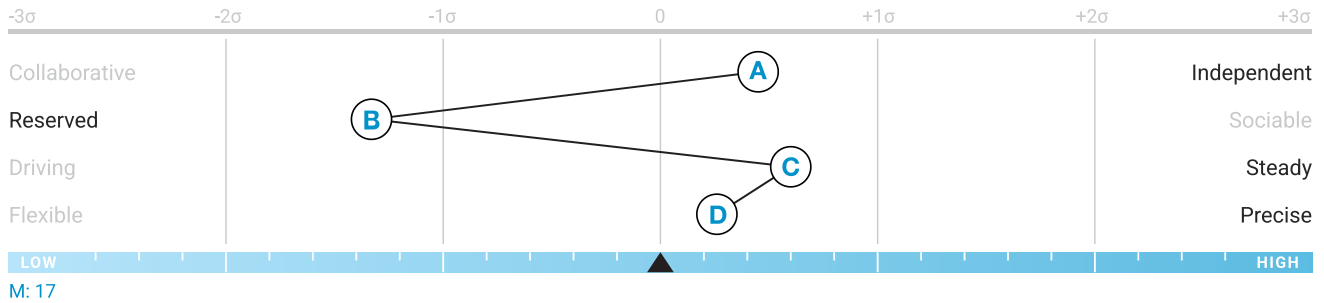




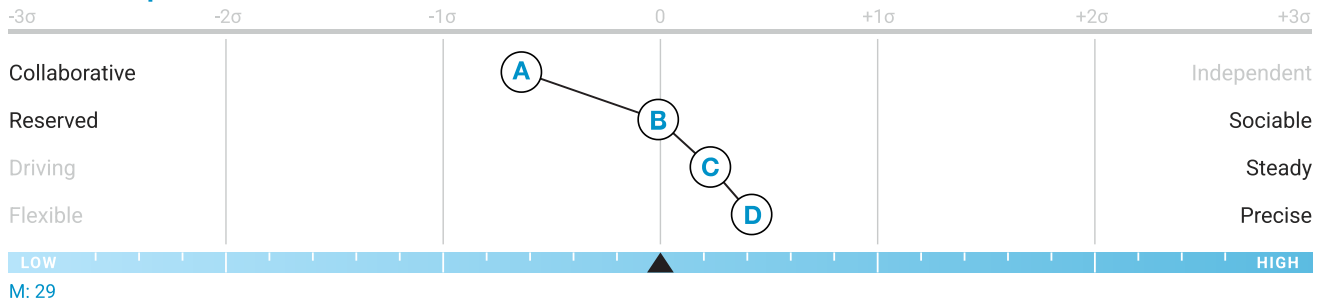
Scholar

A Scholar is accurate, reserved, imaginative and seeks a high level of technical expertise.

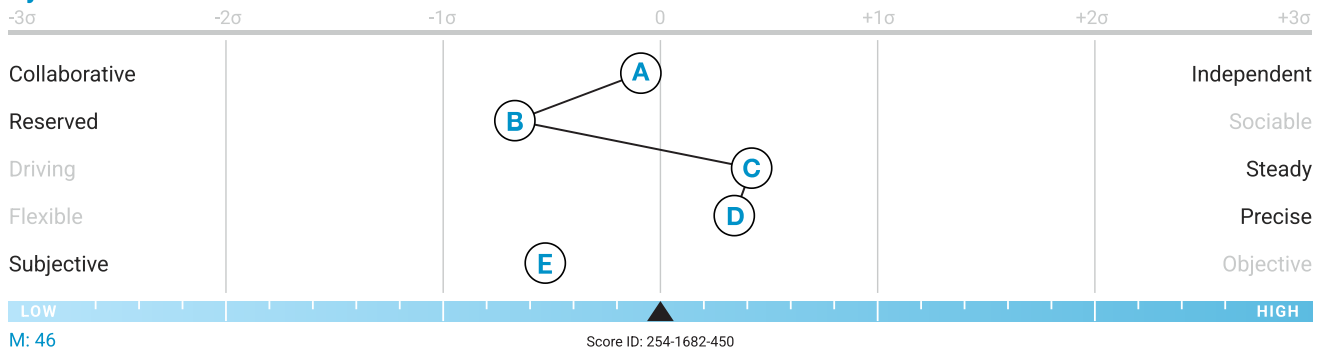
Self



Self-Concept



Synthesis



Strongest Behaviors

Jasurbek will most strongly express the following behaviors:

- Private, serious, introspective, and reserved. Takes time to connect to and trust new people.
- Focused; can concentrate on the task at hand for long periods. Quickly notices and understands technical matters more than social ones. Consistent and patiently thoughtful.
- Works at a steady, unwavering pace; most comfortable with familiar processes, environments, and co-workers. Doesn't easily change.
- Task-focused; quickly notices and pushes to fix technical problems, assertively cutting through any personal/emotional issues. Has aptitude to spot trends in data or figure out how complex systems work.
- Independent, analytical, critical, and creative thinking and action; little need for external validation before action. Private.
- Authoritative and direct, driven to accomplish personal goals; pushes through roadblocks assertively. Communication is direct, to the point, and sometimes brusque.
- Relative persistence as goals are pursued; keeps at it even when problems pop up. Steady, slower to change.
- Somewhat casual with rules. More focused on the goal than how to get there; delegates some of the implementation details.
- Generally takes each day as it comes, greeting it with few worries and relaxed demeanor, particularly if there's some predictability involved.

Summary

Jasurbek is a serious, introspective person and an analytical and disciplined thinker. Careful, thorough and very focused on their responsibilities.

This individual is reserved and will generally express themselves in a factual, direct, and succinct manner. A conscientious person, their approach to the work is systematic, methodical, and well organized, based on thorough knowledge of, and respect for "the book". Working with factual, technical or detailed information, they'll produce carefully thought-out work of high quality and precision. Whether doing work themselves, or delegating to others, follow up is close to ensure high-quality results.

Quiet and reserved in primarily social situations, this individual will express themselves factually and specifically in talking about matters of which they have knowledge. With experience, will likely develop thorough, detailed knowledge and expertise in their particular field of training and experience.

Always sincere and cautious, Jasurbek thoughtfully weighs multiple options before making a decision. They think through not only the options, but also the implications of those options, the possible implementation problems, and solutions to those problems. Given their keen analytical mind and a desire to make the right decision the first time, they'll rely heavily on their knowledge and experience when making decisions, and will thoroughly research when they feel they need additional knowledge.

Jasurbek takes responsibilities very seriously, to the extent of worrying a good deal about them. That concern, plus a strong desire to assure a quality outcome, combines to make them particularly sensitive to criticism of their work and very responsive to praise for work well done. While this introspective person is imaginative and gives much thought to their ideas, they are very cautious about expressing or acting on them unless they are sure they can deliver on those ideas. They can be relied on to make proven, well thought-out, solid improvements in areas that they understand well.

Management Strategies

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

- Work that allows some private time to think
- Specialized work which they've had opportunity to learn in depth and in detail, and which utilizes their disciplined, analytical thinking and systematic, patient work style
- Work which is structured and relatively free from chaotic or urgent time pressures
- Recognition of technical expertise, and devotion to doing good work
- Appreciation of thorough decision-making style, and ability to protect the company against risk.