CO, CO-Ordinator

**Characteristics:**

* Calm, self-confident, **controlled.**
* The distinguishing feature of Co-ordinators is their **ability to cause others to work** to shared goals.
* **Mature, trusting and confident,** they delegate readily.
* In interpersonal relations they are **quick to spot individual talents** and to use them to pursue group objectives.
* While Co-ordinators are not necessarily the cleverest members of a team, they have a **broad and worldly outlook** and generally command respect.

**Function:**

* Co-ordinators are useful people to have in charge of a team with diverse skills and personal characteristics.
* They perform better in dealing with colleagues of near or equal rank than in directing junior subordinates.
* Their motto might well be **“consultation with control”** and they usually believe in **tackling problems calmly.**
* In some organisations, Co-ordinators are **inclined to clash with Shapers** due to their contrasting management styles.

**Strengths:**

* Welcome all potential contributors on their merits and **without prejudice,** but without ever losing sight of the main objective.

**Allowable Weaknesses:**

* No pretensions as regards intellectual or creative ability.