PL, PLANT

**Characteristics:**

* Individualistic, serious-minded, **unorthodox.**
* Plants are **innovators and inventors** and can be **highly creative**.   
  They provide the seeds and ideas from which major developments spring.
* Usually they prefer to **operate by themselves** at some distance from the other members of the team,   
  using their imagination and often working in an unorthodox way.
* They tend to be introverted and **react strongly to criticism** and praise.   
  Their ideas may often be radical and may lack practical constraint
* They are independent, clever and original and may be weak in communicating with other people on a different wave-length.

**Function:**

* The main use of a Plant is to generate new proposals and to **solve complex problems.**
* Plants are often needed in the **initial stages of a project** or when a project is failing to progress.
* Plants have often made their marks as **founders of companies** or as originators of new products.
* Too many Plants in one organisation, however, may be counter-productive as they tend to spend their time reinforcing their own ideas and engaging each other in combat.

**Strengths:**

* **Genius**, imagination, intellect, knowledge.

**Allowable Weaknesses:**

* **Up in the clouds,** inclined to disregard practical details or protocol.