

Aaron West

Assessment Date

10/28/2021

Report Date

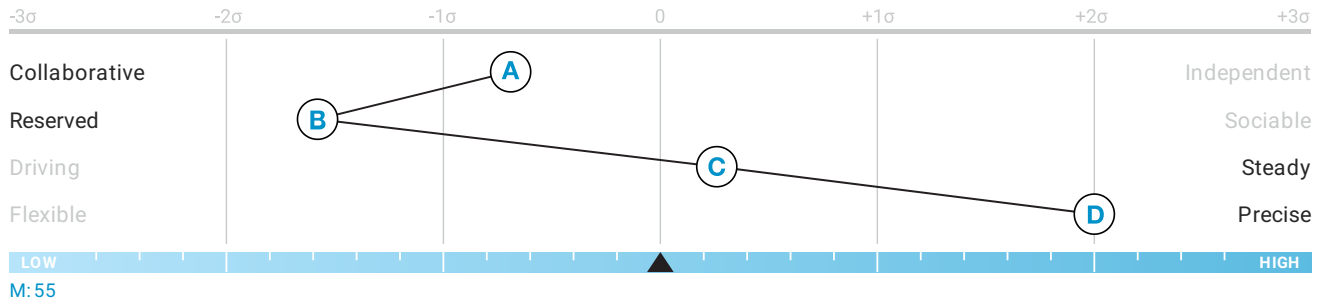
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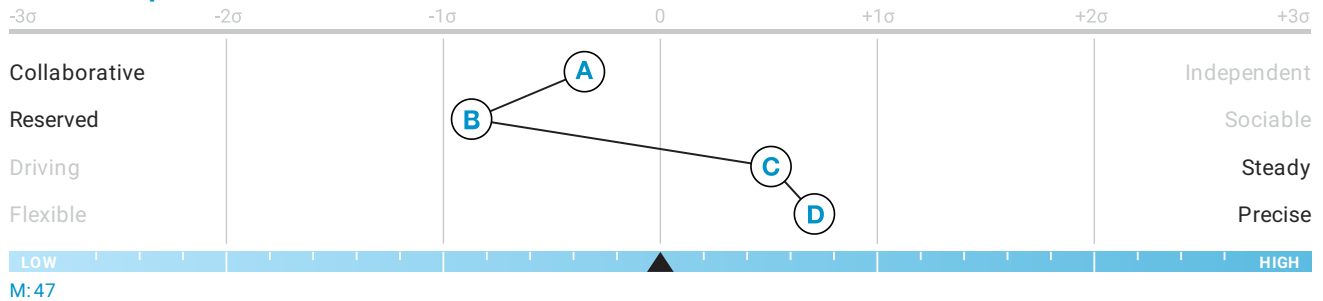
Specialist

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

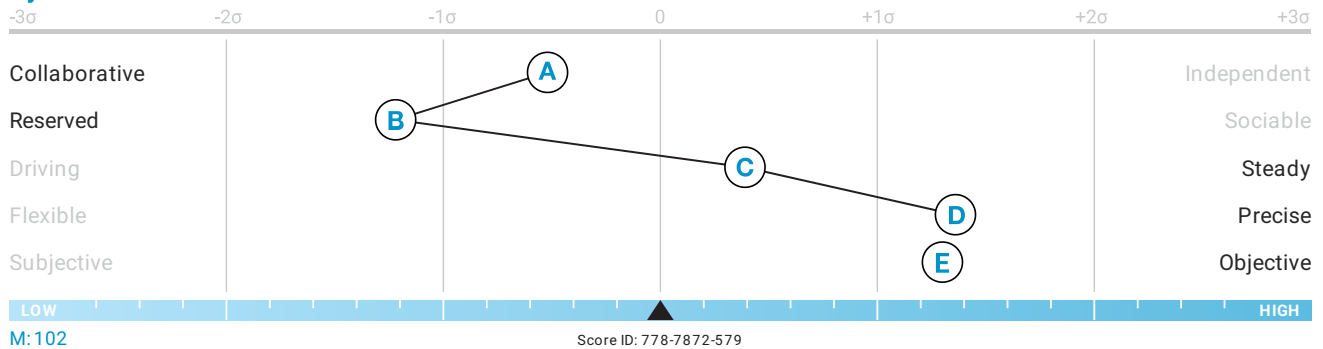
Self



Self-Concept



Synthesis



Score ID: 778-7872-579

Strongest Behaviors

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

Aaron 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- Strongly formal and reflective; a cool, sometimes withdrawn person who's often deep in thought.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.
- Driven to protect the company against risk by thoroughly leveraging their background and strictly following "the book."
- Cautious; follows a well-established and proven plan to avoid making mistakes. Does the background research necessary to have proof to support decisions before action is taken.
- Detail-oriented and accommodating; most comfortable working as part of a well-defined team for which they produce high-quality output and decisions.
- 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.

Summary

Aaron 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 Aaron, who takes responsibilities very seriously.

With experience and/or training, Aaron 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 Aaron 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, Aaron 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, Aaron 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.

To maximize effectiveness, productivity, and job satisfaction, consider providing Aaron 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.