

Adam Tolbert

Assessment Date

04/13/2022

Report Date

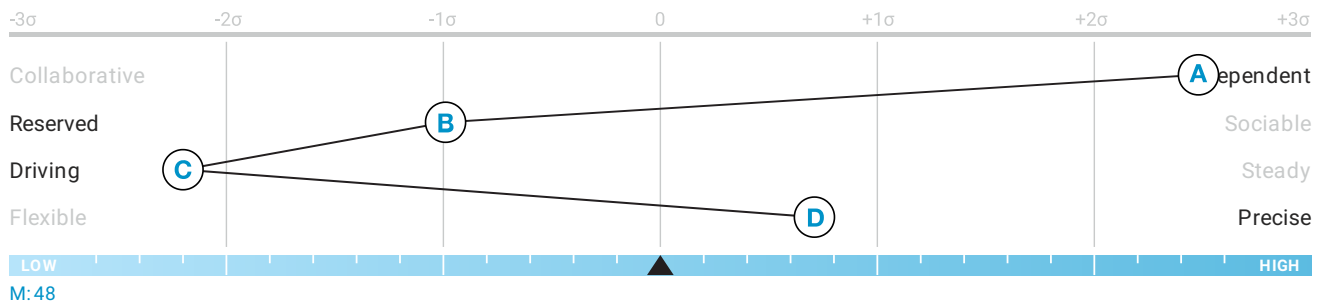
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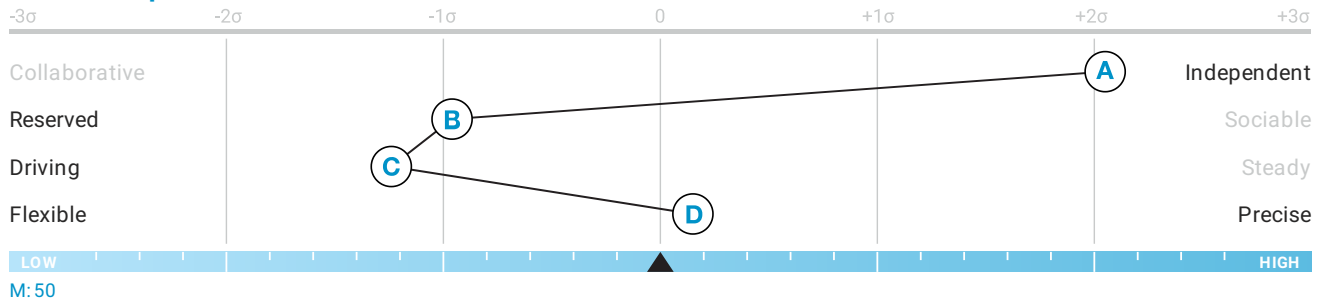
Strategist

A Strategist is results-oriented, innovative and analytical with a drive for change.

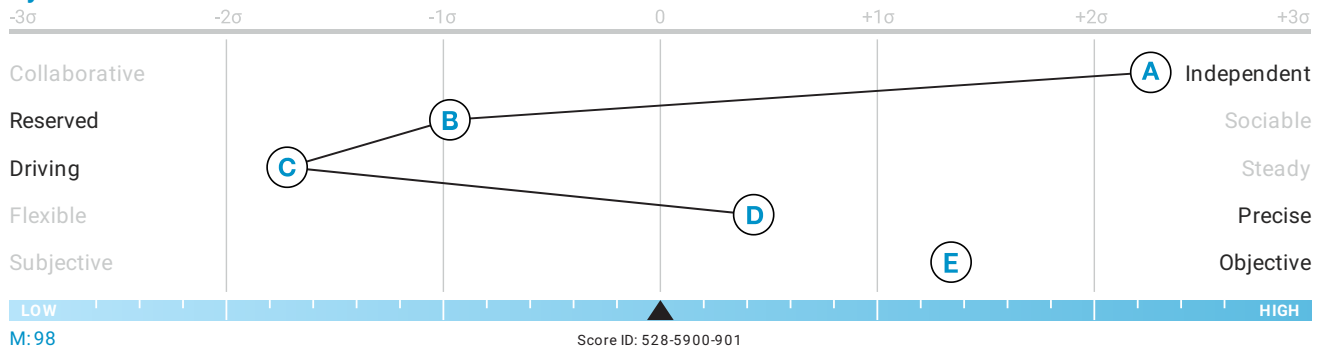
Self



Self-Concept



Synthesis



Strongest Behaviors

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

Adam will most strongly express the following behaviors:

- 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.
- 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.
- Careful with rules; precise, "by the book", fast-paced, and literal in interpreting rules, schedules and results.
- Detail-oriented and thorough; works to ensure things don't fall through the cracks, and follows up to ensure they're done properly and on time.
- Driven to achieve operational efficiencies: thinks about what needs to be done and how it can be done as fast as possible while maintaining a high-quality outcome. Impatient with routines.

Summary

Adam is an intense, results-oriented, self-starter whose drive and sense of urgency are tempered and disciplined by a concern for the accuracy and quality of the work. Their approach to activities and responsibilities will be well-thought-out, based on thorough analysis and detailed knowledge of all pertinent facts.

Strongly technically-oriented, has confidence in own professional knowledge and ability to get things done quickly and correctly. With experience, will develop a high level of expertise and will be very aware of mistakes committed by self or others. Adam takes work and responsibilities very seriously and expects others to do the same.

In social matters, is reserved and private, with little interest in "small talk". Interest and energy will be focused primarily on the work, and in general this individual is more comfortable and open in the work environment than in purely social situations. In the work environment, they are factual, direct, and authoritative.

Imaginative and venturesome, this individual is creative and capable of developing new ideas, systems, plans or technology, or of analyzing and improving old ones. They rely primarily on their own knowledge and thinking, with little reference to others, to get things done. Adam sets a high, exacting personal standard and generally finds that it is not met by others. To earn trust, someone must consistently meet that standard and get results. If someone can do that, Adam will do what's needed to work with them whenever collaboration is needed.

May be perceived by others as aloof, but will earn respect for their knowledge, work and the soundness of the decisions that they make.

Management Strategies

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

- Opportunities to broaden technical knowledge and gain experience in increasingly responsible positions.
- As much autonomy as possible in setting priorities, expressing ideas, and putting them into action
- Recognition for tangible results obtained, rather than for political or selling skills
- Freedom from repetition
- Technical challenges that require innovative solutions.