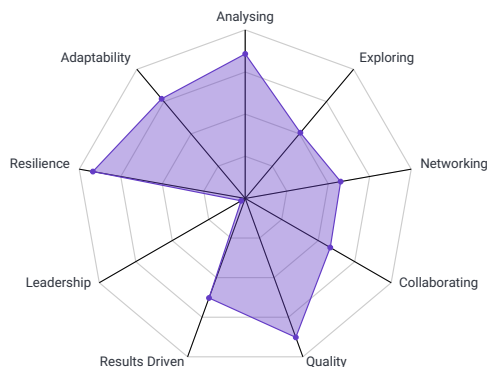


Stephen Kinyanjui

Tenacious

Detail oriented

Analytical



Thinking

Analysing | Exploring

Stephen is comfortable in dealing with numerical data to understand problems and solve them. Stephen tends to be factual and uses evidence to support their hypothesis.

Stephen prefers following established and proven approaches when dealing with any obstacles. Stephen appreciates the need for authority and rules and can adjust easily to this. Stephen is generally practical and down to earth but at times may benefit from keeping an open mind to new or novel approaches to problems.

Connecting

Networking | Collaborating

Stephen tends to keep their opinions to themselves and avoids getting involved in problems of their co-workers. Stephen can be quite competitive and may be skeptical about people unless proven otherwise. Stephen may take decisions without considering the viewpoints of others.

Stephen can take time to establish rapport with new people and may be reserved in group settings. Stephen may prefer to work independently and can find it uncomfortable to be the center of attention.

Executing

Quality | Result Driven

Stephen pays attention to details and enjoys delivering work that is of a high standard.

Stephen can lack the energy to complete tasks that they find boring and tends to work in a less systematic manner.

Progressing

Leadership | Resilience | Adaptability

Stephen recovers quickly from setbacks and does not let negativity pull them down.

Stephen is comfortable with working in rapidly changing environments.

Stephen generally prefers to work in an individual capacity rather than lead teams.

You generally prefer to work in an individual capacity rather than lead teams.

Role Fit

- Roles dealing with implementing new practices, conflict management.
- Roles dealing with or providing input to senior management or involving tasks that require precision and detail such as drafting communications.
- Roles which relate to research, analysis, data analytics or applying rational thinking to solve problems.

Organization Fit

- Organisations that are characterized by high levels of uncertainty, change, and diversity. This can include startups, businesses going through turnarounds or accelerated growth.
- Organisations that value high quality work that is precise and detailed.
- Organisations that promote evidence based critical thinking.