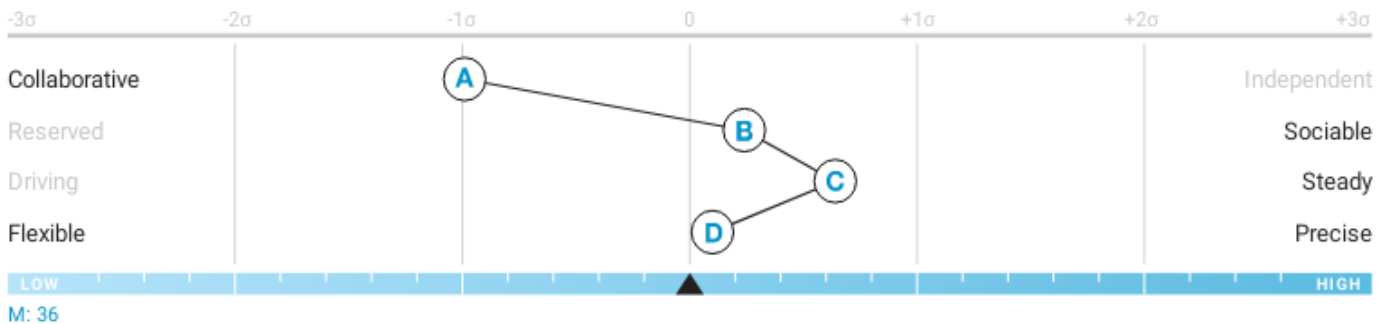




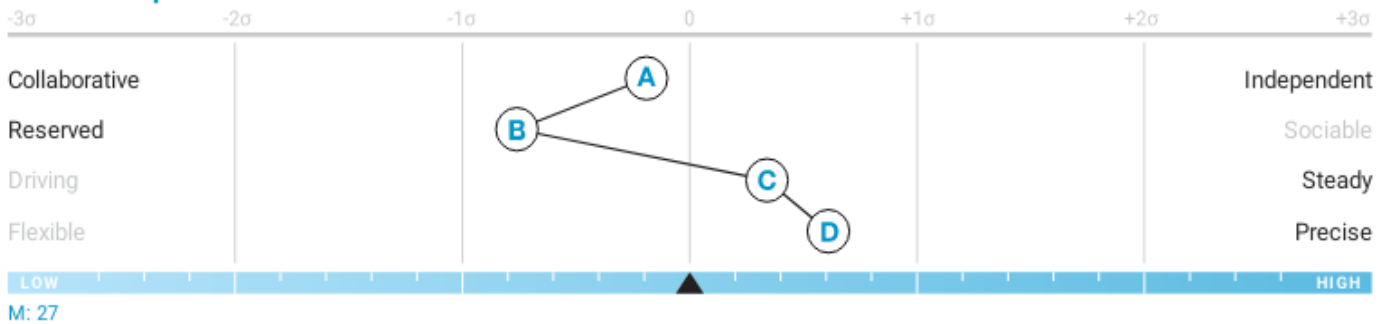
Operator

An Operator is a patient, conscientious, relaxed and cooperative team worker.

Self



Self-Concept



Synthesis



Score ID: 499-8086-822

Strongest Behaviors

Larysa will most strongly express the following behaviors:

- Unhurried and deliberate, stable and will do things using the established process; finds it difficult to change these systems. Dependable, consistent and needs familiar environments and coworkers to be most productive.
- Cooperative, easy-going, and agreeable in getting along with others. A focused, uncritical listener who won't "rock the boat."
- Methodical, steady, and even-paced; loses productivity when interrupted.
- Socially-focused, generally empathizes with people, seeing their point of view or understanding their emotions. Positive communication.
- Teaches and shares; generally interested in working collaboratively with others to help out.
- Friendly and service-oriented; drives for the "greater good" rather than individual goals. Promotes teamwork by sharing authority.

Summary

Helpful, patient, and stable; works steadily and consistently. Respectful of established processes, standards, and policies, they will work within those standards to ensure repeated successes and high-quality results. Larysa has the patience and tolerance required for routine work and can be relied on to do such work consistently and in a relaxed manner. Prefers having, and following, a well thought-out process to ensure success. If they are responsible for establishing the process, they will do so in a thoughtful, methodical manner, paying close attention to details and time-honored successes. Once established, they'll expect that the process be followed consistently.

Will focus on the details of the work and will handle them with somewhat better than average accuracy. In work involving repeated contact with people, Larysa will be pleasant, agreeable, and supportive. Derives satisfaction from helping others and likes to feel part of a secure team.

Fairly easygoing, this individual works at a steady, relatively unhurried pace and is most comfortable working within stable organizations with established processes. In the event of change in the work and responsibility, this individual will take time to learn the new work and responsibilities thoroughly, getting the "lay of the land" before taking action. This is true whether they're initiating changes to the process (which will only be done after very careful thought and research), or if they're being asked to make changes.

In social terms, Larysa is unassuming, friendly and pleasant in general contact. A patient, focused, and willing listener, particularly with people they know well and with whom they feel at ease. Sympathetic, supportive, and wants to help whenever possible. Even-tempered; communicates, coaches, and teaches in a patient, detailed, non-threatening way.

In making decisions, they are careful, and will take the time required to follow the established process, examine different angles, and explore enough to ensure few, if any, surprises afterward.

Management Strategies

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

- A stable, familiar, supportive work environment and organization
- Opportunity to develop deep expertise in areas of responsibility, and to apply that specialized knowledge, skill, and experience daily
- A consistent process to follow to ensure repeated successes. With appropriate background, can take part in creating this process
- Thorough training in all aspects of the job, except where their experience already covers it
- Opportunity to interact with others in a supportive team environment
- Opportunity to build stable relationships with management, direct reports, and other co-workers.