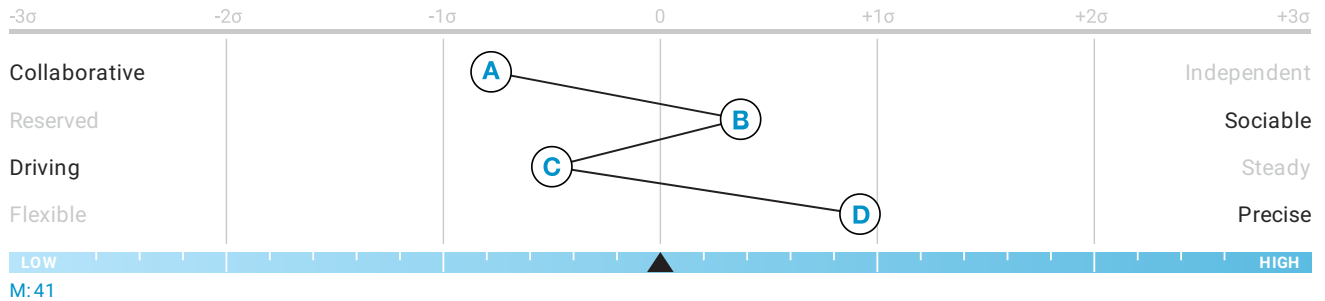




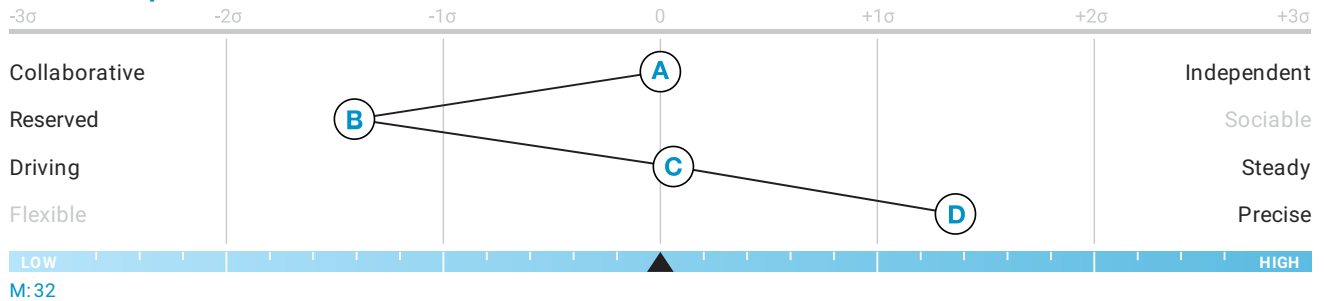
## Altruist

An Altruist is congenial and cooperative with an efficient, precise work ethic.

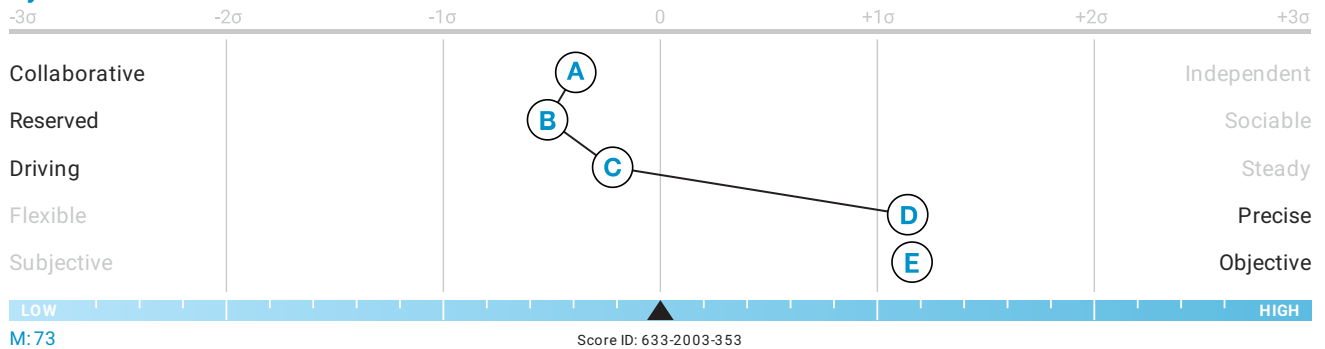
### Self



### Self-Concept



### Synthesis



## Strongest Behaviors

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### Ravi will most strongly express the following behaviors:

- 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.
- 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.
- Socially-focused, naturally empathizes with people, easily seeing their point of view or understanding their emotions. Positive, non-threatening communication.
- Teaches and shares; often working collaboratively with others to help in any capacity.
- Accommodating; most comfortable working with others, often puts team/company goals before personal goals. Promotes teamwork by actively sharing authority.

## Summary

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Unassuming, unselfish and has a genuine interest in other people and a strong, intuitive understanding of them. Outgoing and friendly, they enjoy working with others and is lively, warm company.

A pleasant and extraverted person, Ravi is an effective communicator, able to stimulate and motivate others while being aware of and responsive to their needs and concerns. Their congenial personality and friendly, interested attitude make them readily approachable. Ravi gets along easily with a wide variety of people.

Their drive is directed at working with and for others. They derive particular satisfaction from doing things for others, the company, management, the team, and for the company's customers. Cooperative and willing, this individual can be a particularly effective teacher and communicator of the company's policies, programs, and systems.

Works at a faster-than-average pace; is attentive to details and both quick and accurate in handling them. Ravi is, however, too impatient to enjoy working with details as repetitive routine or as a primary responsibility.

Eager to be sure that things are done exactly right, they'll follow-up carefully and closely if the work requires delegation of details to others. When it is necessary to be critical, will try to do that in a constructive, supportive manner. Their sense of urgency and sense of duty combine to make someone who is actively concerned about the timeliness, as well as the correctness, of any work for which they are held responsible.

In general, they are a cautious and careful person, respectful of company authority and traditions, a specialist who avoids risk and uncertainty by taking care to do things properly, working within the company's formal organizational structure.

## Management Strategies

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

- Clear, specific description of the job, with duties, responsibilities, and organizational relationships clearly defined
- Opportunities to learn everything that's needed to know about the job
- The support and help of management, subject-matter experts, or trusted advisors when working outside their area of expertise
- Freedom from repetition
- General assurance of security, respect, and appreciation of the work
- Opportunities for interaction with people.