

PERSONALITY

- **Simple, humble** and **polite** so as not to hurt or offend anyone
- **Conform** to rules and regulations
- Tend to be a **peacemaker**
- Willing to **work long and hard** to deliver results
- Prefer to **avoid overly competitive** situations
- **Even-tempered, friendly and sympathetic** towards others
- **Believe in contribution** more than reward and tend to move away from the limelight

STRENGTHS (OPPORTUNITIES)

- **Flexible** and can **adapt** to any situation
- Believe in **maintaining relations** and have a caring attitude towards all
- Respectfully **consider the thoughts and feelings** of others
- Respond **empathetically** in difficult and stressful situations and seen as **dependable and trustworthy**
- Work **steadily and patiently** and follow the work till completion
- **Good team players**
- Help resolve conflicts and **bind people** together

WEAKNESS (AREAS OF IMPROVEMENT)

- Highly **emotional** and take long hours to share their feelings
- **Get offended very easily** and express unhappiness by keeping quiet for long hours
- Often **get caught up in the act of serving others** and tend to forget own self, leading to a burnout feeling
- Find it **difficult to move out of comfort zone** and resist change, therefore may be seen as stubborn
- Most **uncomfortable with aggressive people** and project unpleasantness by keeping quiet or avoiding their company
- Routine work is comfortable and adds to sense of security whereas, off-beat routine creates stress
- Find it very **difficult to say No**
- Cannot cope with disapproval
- Cannot handle pressure and delay the action
- **Over accommodating** and **overly tolerant**
- Doing work on others behalf

COMMUNICATION

- Open & indirect
- Pleasant
- Soft spoken
- Use sugar coated language
- Patient
- Good listener
- Co-operative

BEST SUITED ROLES

- **Collaborative, diplomatic and excellent team player** – Value others and their contributions
- Good Follower

ENVIRONMENT

- **Relaxed** – Prefer stable work environment that provide predictable and clearly defined responsibilities
- Informal
- Personal and casual
- Friendly

MOTIVATING FACTOR

- People and relationships
- Attention
- Appreciation



DECISION MAKING

- Dependent on very close and trustworthy set of people

RISK TAKING

- Limited risk takers

CONFLICT MANAGEMENT

- Submit and accept with reluctance but without protest
- Avoid conflicts and may react emotionally

FEARS

- Unplanned change
- Loss of stability or security
- Confrontation

CANNOT HANDLE

- Insensitivity
- Impatience