

PERSONALITY

Prominent Traits

- **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

Sub Traits

- **Bold** and **courageous**
- **Fast paced** and prefer to lead
- **Competitive** and will participate only if likely to win
- Tend to be a **self-starter** and possess the quality of a **natural achiever**
- **Determined, strong willed** and prefer taking own decisions
- Enjoy **power** and **authority**
- **Self-confident** and can be perceived by the body language and posture

STRENGTHS (OPPORTUNITIES)

Prominent Traits

- **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

Sub Traits

- **Goal oriented** and have a never give up attitude if once determined to do something.
- Self-reliant, self-sufficient and resourceful and thereby seen as **independent**
- **Take decisions** with firmness
- **Opportunist** and will take up the challenges that other personalities will not consider
- **Visionary** and can see what others are unable to see
- **Good leader** and can motivate others

WEAKNESS (AREAS OF IMPROVEMENT)

Prominent Traits

- 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

Sub Traits

- **May force decision** or take action without forming a consensus
- Good leader but **cannot take orders** easily
- May be seen as **rigid and egoistic**
- Due to direct approach, may tend to use harsh words that cause hurt feelings and **can be perceived by others as blunt**
- **Impatient** with slow paced work due to quick decision making ability and fast paced approach
- Being workaholic and result oriented, may **ignore relationship** and can be insensitive to others need
- Due to high risk taking ability, may **ignore potential risks**, not weigh pros and cons and may **not consider the opinions of others**
- If unable to control the situation, may take an **isolation approach** and **lose the bigger picture**

COMMUNICATION

Prominent Traits

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

Sub Traits

- Self-contained and direct
- Straight forward
- Precise and to the point
- My way or highway
- Forceful
- Commanding
- Impatient
- Isolation approach if not listened to

BEST SUITED ROLES

Prominent Traits

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

Sub Traits

- **Commanders** – like to get work done
- **Controllers** – take control of the situation



ENVIRONMENT

Prominent Traits

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

Sub Traits

- Busy
- Formal
- Efficient
- Structured

MOTIVATING FACTOR

Prominent Traits

- People and relationships
- Attention
- Appreciation

Sub Traits

- Goal
- Challenges
- Results
- Success



DECISION MAKING

Prominent Traits

- Dependent on very close and trustworthy set of people

Sub Traits

- Takes own decisions

RISK TAKING

Prominent Traits

- Limited risk takers

Sub Traits

- High risk takers

CONFLICT MANAGEMENT

Prominent Traits

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

Sub Traits

- Dictate and assert
- Use logic to win a conflict

FEARS

Prominent Traits

- Unplanned change
- Loss of stability or security
- Confrontation

Sub Traits

- Being taken advantage of
- Loss of control
- Personal criticism

CANNOT HANDLE

Prominent Traits

- Insensitivity
- Impatience

Sub Traits

- Inefficiency
- Indecision