

PERSONALITY

Prominent 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

Sub Traits

- Highly **analytical**
- Extremely thorough, **organized** and **systematic**
- Love excavating and doing **research**
- Prefer privacy & generally **reserved**
- **Process & detail oriented**
- Value **information, logic and accuracy**
- Good at **micro-management**
- **Methodical** and love to follow a protocol
- Highly **punctual**

STRENGTHS (OPPORTUNITIES)

Prominent 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

Sub Traits

- **Excellent problem solver** due to high analytical skills
- **Keen observer** and good at identifying faults
- Yearn for **perfection**
- Focus on **accuracy, quality and precision** and have the ability to control the work
- Take the **minutest details** into consideration while at work
- **Critical thinkers**, having a rational approach
- **Good management** skills

WEAKNESS (AREAS OF IMPROVEMENT)

Prominent 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**

Sub Traits

- May seem to be confused due to a **dual thought process**
- Being bound by research may **take a longer time to make a decision**
- Considers even the minutest details which may result in losing on an opportunity
- Due to fault finding attitude, may be considered **overly critical** by others
- May seem to be **fussy** and find difficulty in adapting with imperfection
- Very **sensitive and conscious with words**
- May **overthink** and worry too much
- May not understand others situation and **lose the big picture**
- Doing the job right, rather than doing the right job

COMMUNICATION

Prominent 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

Sub Traits

- Self-contained and indirect
- Precise
- Slow and systematic
- Critical
- Intuitive
- Needs validation for every statement
- Understands through facts, figures, data
- Participate in serious and deep conversations

BEST SUITED ROLES

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

Sub Traits

- Rule setters
- Very good critics



ENVIRONMENT

Prominent Traits

- Busy
- Formal
- Efficient
- Structured

Sub Traits

- Organized
- Formal
- Conservative
- Orderly and structured

MOTIVATING FACTOR

Prominent Traits

- Goal
- Challenges
- Results
- Success

Sub Traits

- Task
- Process
- Accuracy
- Credibility



DECISION MAKING

Prominent Traits

- Takes own decisions

Sub Traits

- Dependent on facts and data

RISK TAKING

Prominent Traits

- High risk takers

Sub Traits

- Calculated risk takers

CONFLICT MANAGEMENT

Prominent Traits

- Dictate and assert
- Use logic to win a conflict

Sub Traits

- Avoid and withdraw from confrontation
- Resolve conflicts using justice and logic



FEARS

Prominent Traits

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

Sub Traits

- Criticism of work
- Embarrassment
- Out of control emotions

CANNOT HANDLE

Prominent Traits

- Inefficiency
- Indecision

Sub Traits

- Surprises
- Unpredictability