

## PERSONALITY

- 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)

- **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)

- 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

- 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

- Rule setters
- Very good critics

## ENVIRONMENT

- Organized
- Formal
- Conservative
- Orderly and structured

## MOTIVATING FACTOR

- Task
- Process
- Accuracy
- Credibility



## **DECISION MAKING**

- Dependent on facts and data

## **RISK TAKING**

- Calculated risk takers

## **CONFLICT MANAGEMENT**

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

## **FEARS**

- Criticism of work
- Embarrassment
- Out of control emotions

## **CANNOT HANDLE**

- Surprises
- Unpredictability