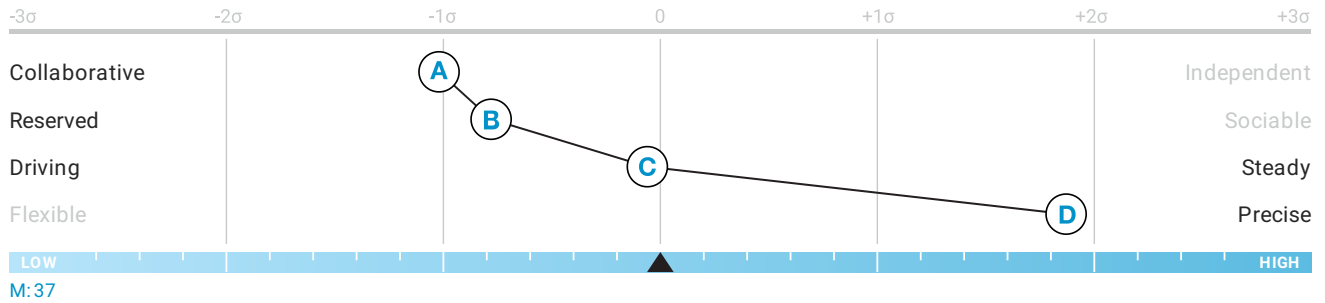




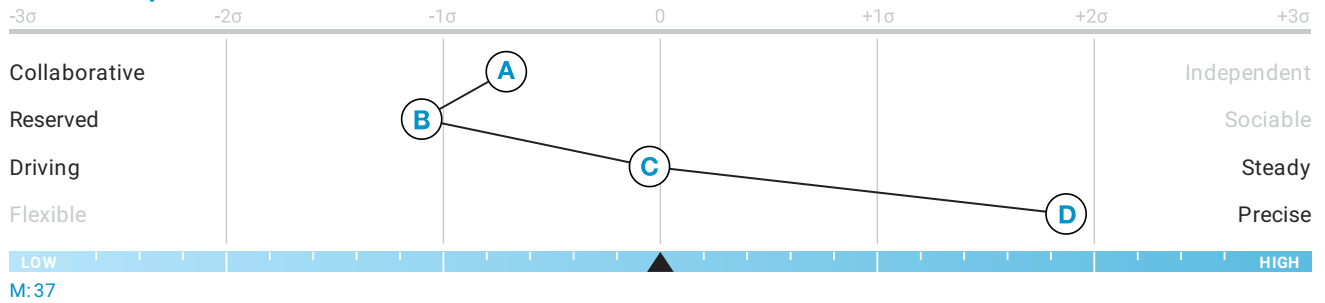
Specialist

A Specialist is a highly precise worker, who remains skeptical while respecting authority.

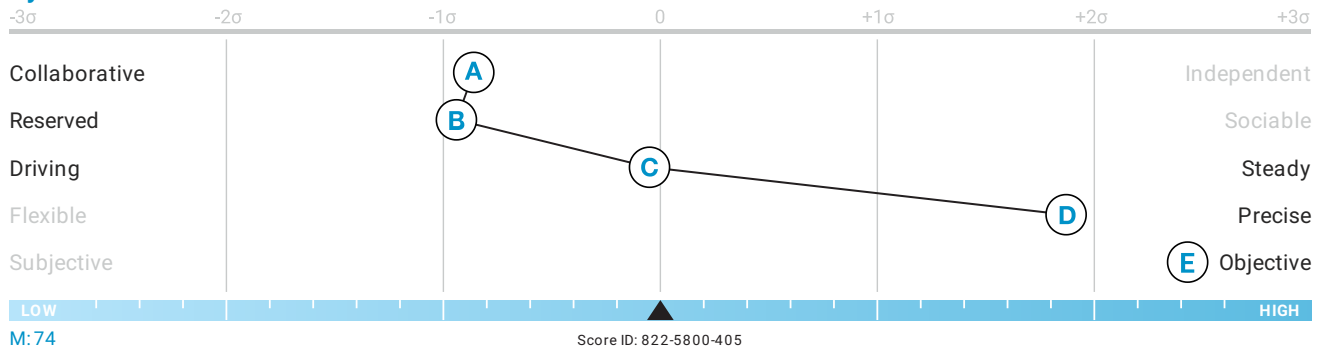
Self



Self-Concept



Synthesis



Strongest Behaviors

雷 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.
- Formal, reserved, introspective, and skeptical of new people; requires “proof” to build trust in new people.
- Detail-oriented and precise; follow-through is deep and literal to ensure tasks were completed in accordance with quality standards.
- Operationally, as opposed to socially, focused. Thinks, in specific terms, about what needs to be done and how to do it accurately and flawlessly; follows, in a literal way, that execution plan.
- 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.

Summary

雷 is a modest, unassuming person who is a conscientious, cooperative team member, eager to do all that the job requires, and is particularly careful, thorough, and accurate with details. With professional training and experience, they’ll do the job dependably and carefully and take responsibilities seriously.

With a work pace which is quicker-than-average, 雷 learns thoroughly from both training and experience, and applies what is learned to getting work done on time and right. Quick and accurate with details; handles them well as a supplemental part of the work and is less effective if required to handle them repetitively as a major aspect of the job.

Enjoys and derives satisfaction from doing things for others, including customers, company management or the team. Will exercise initiative within the clearly structured and defined framework of assigned responsibilities.

In contact with customers, co-workers, and management, 雷 is pleasant, friendly and agreeable in a cheerful, low-key way. They express themselves tactfully, amiably, and with precision in their area of expertise. A helpful, supportive coach and mentor, eager to share knowledge with others. Sense of urgency and sense of duty combine to make an actively concerned employee, focused on the timeliness and excellence of the work.

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 the work accurately, thoroughly and efficiently.

Management Strategies

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

- Clear description of the job, with duties and responsibilities defined specifically
- Thorough training and opportunity to learn everything needed about the work
- Opportunities to leverage specialized experience and training to help the company or its customers
- Support and encouragement, particularly during times of change or uncertainty
- Freedom from repetitive routine
- General assurance of security, respect, and appreciation of the work.