

GENERAL CHARACTERISTICS

Based on Jane's responses, the report has selected general statements to provide a broad understanding of her work style. These statements identify the basic natural behavior that she brings to the job. That is, if left on her own, these statements identify HOW SHE WOULD CHOOSE TO DO THE JOB. Use the general characteristics to gain a better understanding of Jane's natural behavior.

Jane is a goal-oriented manager who believes in harnessing people to help her achieve her goals. She is often frustrated when working with others who do not share the same sense of urgency. She enjoys authority, independence and the freedom that goes with her aggressive approach to problem solving. She has the ability to question people's basic assumptions about things. She prides herself on her creativity, incisiveness and cleverness. Nothing bores Jane more than the status quo, things becoming routine and people always agreeing, or pretending to agree. She is driven toward goals completion and wants to be in a position to set policy that will allow her to meet those goals. She is often considered daring, bold and gutsy. She is a risk taker who likes to be seen as an individualist. She may have difficulty dealing with others who are slower in thought and action. Jane wants to be viewed as self-reliant and willing to pay the price for success. Under pressure, Jane has a tendency to actively seek opportunities which test and develop her abilities to accomplish results.

Jane has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. Sometimes she may be so opinionated about a particular problem that she has difficulty letting others participate in the process. Many people see her decisions as high-risk decisions. However, after the decision is made, she tends to work hard for a successful outcome. She should realize that at times she needs to think a project through, beginning to end, before

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starting the project. Jane is decisive and prefers to work for a decisive manager. She can experience stress if her manager does not possess similar traits. She will work long hours until a tough problem is solved. After it is solved, Jane may become bored with any routine work that follows. Sometimes she becomes emotionally involved in the decision-making process. She likes to make decisions quickly.

Jane likes people who give her options as compared to their opinions. The options may help her make decisions, and she values her own opinion over that of others! She may lose interest in what others are saying if they ramble or don't speak to the point. Her active mind is already moving ahead. Her creative and active mind may hinder her ability to communicate to others effectively. She may present the information in a form that cannot be easily understood by some people. She may lack the patience to listen and communicate with slower acting people. Jane likes people who present their case effectively. When they do, she can then make a quicker assessment or decision. She may sometimes mask her feelings in friendly terms. If pressured, Jane's true feelings may emerge. She tends to be intolerant of people who seem ambiguous or think too slowly. She challenges people who volunteer their opinions.