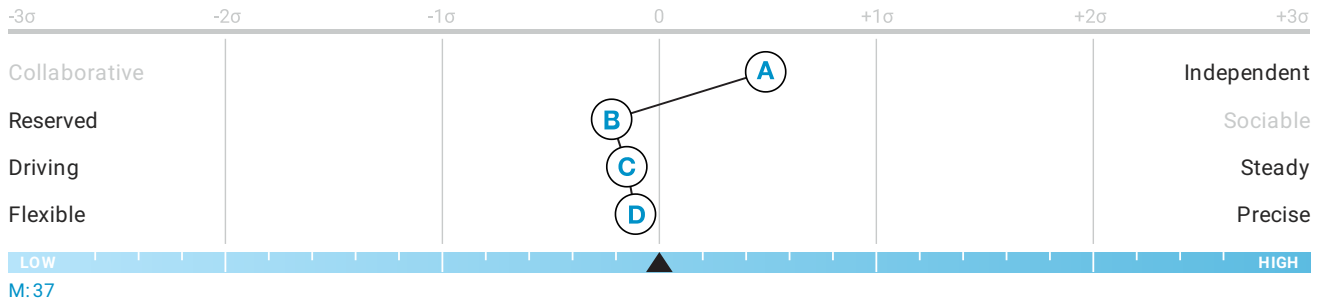




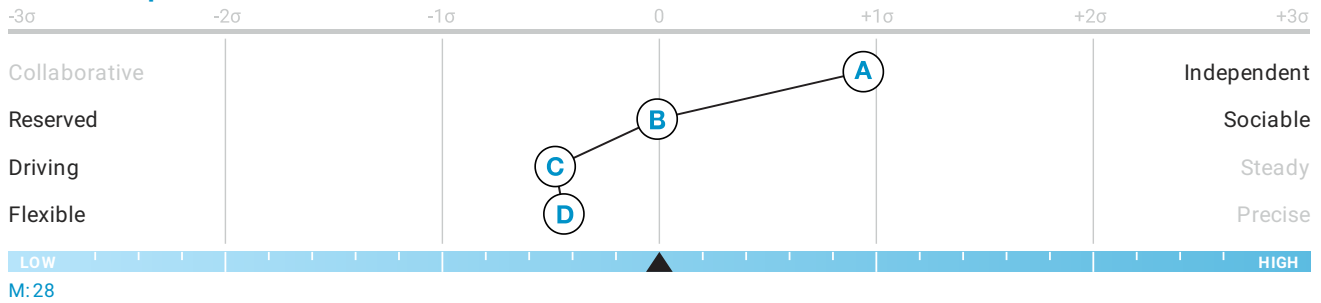
Venturer

A Venturer is a self-starting, self-motivating, and goal-oriented risk-taker.

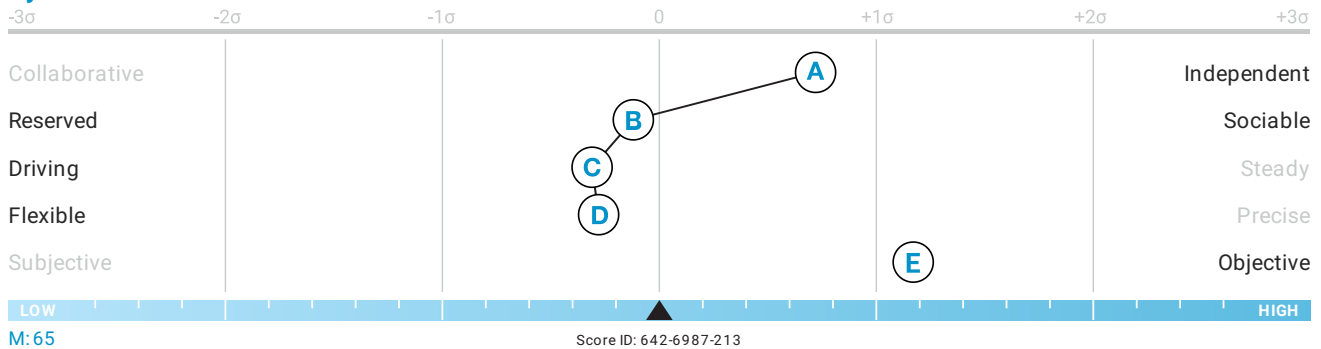
Self



Self-Concept



Synthesis



Strongest Behaviors

This Behavioral Pattern has a very narrow width, so observed behaviors are moderate in their expression.

While moderate, Ines will most strongly express the following behaviors:

- Task-focused; often notices and is driven to fix technical problems, cutting through any personal/emotional issues. In areas of interest, has aptitude to spot trends in data or figure out how complex systems work.
- Relatively independent in thinking and action; often comfortable taking action without input from others. An analytical and private person.
- Assertive drive to accomplish personal goals by working around or through roadblocks. Communicates directly and to the point.
- Proactivity in driving to reach goals while moving at a faster-than-average pace. Inquisitive about the world.
- Relatively independent in taking action on their own ideas. Resourcefully works around most obstacles blocking completion of what they want to accomplish.
- Eager for results, drive is for swift implementation. Works best in fast-paced environments offering a variety of activities, rather than routines.
- Risk-taking and focus on future goals; more concerned with the future than the past. Adaptable, operates flexibly.
- Makes decisions and takes action with relatively little need for proof to confirm their decision. More interested in their own ideas than traditional ones.
- Flexible approach to “the book” willing to bend the rules to achieve individual goals. An original thinker who isn’t easily discouraged by setbacks.

Summary

Ines is a distinctly independent and individualistic person, strong-minded and determined. Venturesome, will “stick their neck out”; and take responsibility for risks when they believe they are right. The challenge of new problems and new ventures is stimulating and will be responded to with action. They have a lot of confidence in themselves, their own knowledge, ability and decisions.

Ines is an ingenious and innovative problem-solver and troubleshooter. They have an actively inquiring mind, a lively interest in the technical aspects of the work, and a need to know and learn more about the systems, techniques, facts, and concepts involved in it. They will drive hard to get things done their own way, and quickly. A self-starter that initiates, makes decisions, and assumes responsibility for those decisions. They have a strong competitive drive, are ambitious, and will drive hard to achieve goals. Their sense of urgency and impatience for results will put pressure on others as well as on themselves.

When expressing themselves, they are direct, factual, outspoken, and frank. Their approach to others is authoritative, telling, and, if they encounter resistance or competition, they may be aggressive. Always concerned with timely results, they deal with ambiguous situations briskly and firmly.

Because Ines has a broad focus on goals and results, they prefer to delegate details to others. Quick and fairly accurate in handling details, they can become very impatient and less accurate in doing work which requires routine and repetitive handling of details at a slow or systematic pace.

Management Strategies

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

- Opportunities for learning and exposure to various aspects and responsibilities of the business, moving as fast as circumstances permit
- Encouragement in expression of and action on their ideas and initiatives, with as much independence as possible
- Variety and challenge in work and an environment where new ideas are valued
- Opportunity for advancement to positions of decision-making responsibility based on recognition of achievement and competence
- Opportunity to delegate routine detail work once they have experienced and mastered it

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