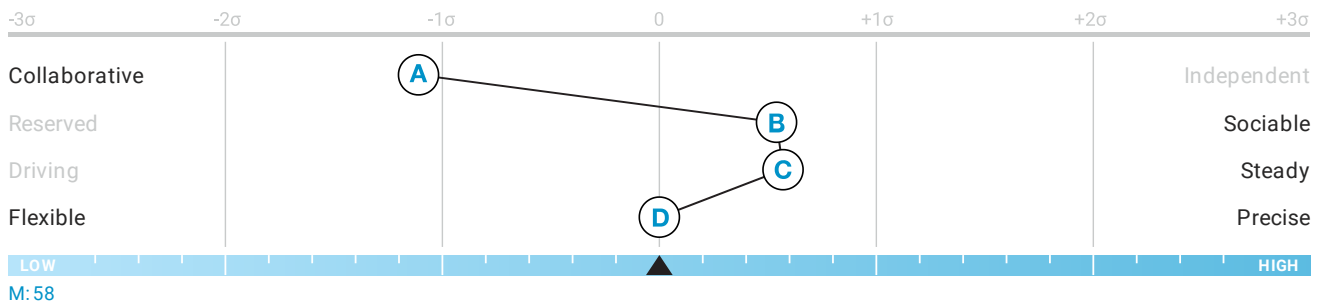




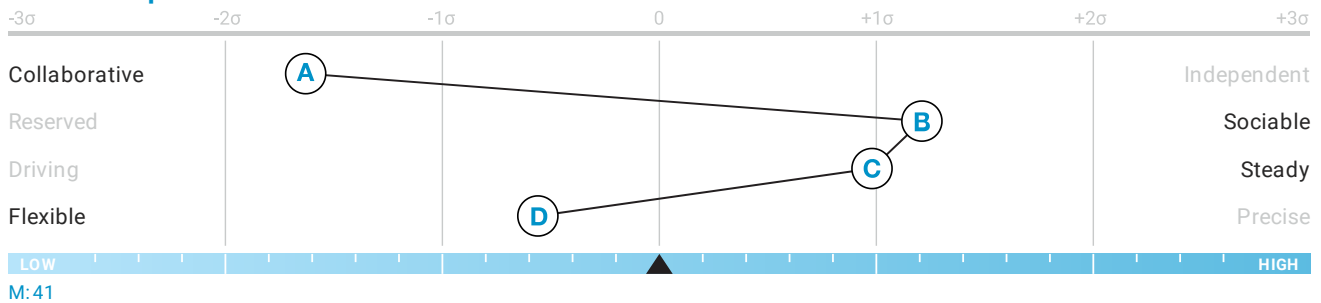
Collaborator

A Collaborator is a friendly, understanding, willing and patient team player.

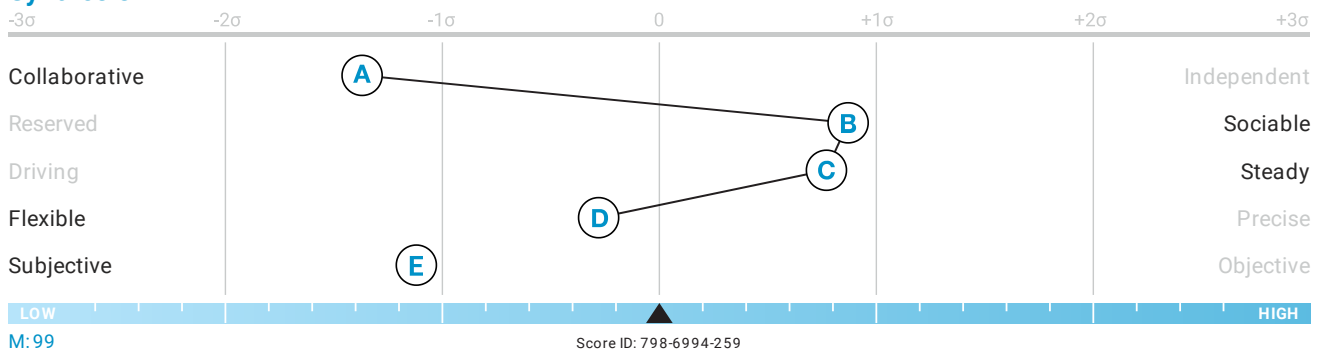
Self



Self-Concept



Synthesis



Strongest Behaviors

Matt will most strongly express the following behaviors:

- Unhurried and deliberate, stable and will do things using the established process; finds it difficult to change these systems. Dependable, consistent and needs familiar environments and coworkers to be most productive.
- Cooperative, easy-going, and agreeable in getting along with others. A focused, uncritical listener who won't "rock the boat."
- Methodical, steady, and even-paced; loses productivity when interrupted.
- Socially-focused, naturally empathizes with people, easily seeing their point of view or understanding their emotions. Positive, non-threatening communication.
- Teaches and shares; often working collaboratively with others to help in any capacity.
- Accommodating; most comfortable working with others, often puts team/company goals before personal goals. Promotes teamwork by actively sharing authority.
- Relative persistence as goals are pursued; keeps at it even when problems pop up. Steady, slower to change.
- Somewhat casual with rules. More focused on the goal than how to get there; delegates some of the implementation details.
- Generally takes each day as it comes, greeting it with few worries and relaxed demeanor, particularly if there's some predictability involved.

Summary

Matt is a warm, agreeable, patient, and stable person who works steadily and consistently. Respectful of established processes, standards, and policies, they'll work within those standards to ensure repeated successes and high-quality results. They have the patience and tolerance required for routine work and can be relied on to do such work consistently and in a relaxed manner. Prefers having, and following, a well thought-out process to ensure success. If this individual is responsible for establishing the process, they'll do so in a thoughtful, methodical manner, paying close attention to details. Once established, they'll expect that the process be followed consistently.

A friendly, pleasant, and agreeable person, a patient, willing, listener and a cheerful, amiable talker. Fairly low-key and unassuming in style, Matt gets along easily with others, and can be a supportive coach and teacher. People easily like and feel comfortable with their warm, uncritical, and unselfish personality. With subject-area knowledge, this individual can be a very effective trainer, teacher, and mentor, as they enjoy helping others and does so in a patient, tolerant, and thorough manner.

Will focus on the details of the work, handling them with somewhat better-than-average accuracy and with careful attention to quality. Works comfortably and cooperatively with others, a willing member of a stable team or work group.

Fairly easygoing, Matt works at a steady, relatively unhurried pace and is most comfortable working within stable organizations with established processes. In the event of change in the work and responsibility, they'll take time to learn the new work and responsibilities thoroughly, getting the "lay of the land" before taking action. This is true whether they're initiating changes to a process (which they'll do only after very careful thought and research), or being asked to make changes. Being team-oriented, Matt is generally willing to do what's best for the "greater good," and is flexible when given opportunity to understand and adapt to change.

In making decisions, this individual is careful, and will take the time required to follow the established process, examine different angles, gain input from others, and explore enough that there are few, if any, surprises afterward.

Overall, they are a very loyal person who can be relied on to produce consistent, repeatable successes when the work is familiar.

Management Style

As a manager of people or projects, Matt will be:

- Patient, approachable, methodical, and accepting of others' ideas as long as they can be proven and systematized
- Team-oriented and duty bound; attention is on creating and working within a cohesive team which works calmly together towards common, established goals
- Conscientious in providing a validated template on which to measure and guide the work; careful to explain, justify, and monitor any variations from the stated plan
- Cautious in delegation; shares responsibility with trusted employees who have produced dependable, reliable results, and follows-up in a friendly and close manner, emphasizing quality and reliability
- Focused on helping others produce high quality, consistent work; works side-by-side their direct reports in a helpful, friendly, patient manner
- Accommodating and inclusive; Matt makes decisions carefully – reflecting on the established policies, soliciting others for their input, and thoroughly evaluating repercussions before making changes

Influencing Style

As an influencer, Matt will be:

- Congenial and relaxed; outwardly focused on the audience – listening, clarifying, evaluating their needs and concerns
- Preparing for presentations by researching the needs of others well in advance; ready to share time-honored, written, verifiable solutions success stories that will meet those needs
- Sincere, tactful, and reflective; careful to say and do the right thing; doesn't want to risk the relationship or damage their own reputation by over-committing
- Unlikely to rush or pressure others; uses influencing skills to help find a tailored solution, assuage concerns, and assure stakeholders of the reliability and quality of their ideas; they will agree when and if they are ready
- Methodical and steady; prefers to follow the proven process, with known people, without deviating or rushing
- Comfortable influencing in ways Matt knows best and is eager to talk about proven successes of others using their idea.

Management Strategies

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

- A stable, familiar, supportive work environment and organization
- Opportunity to develop deep expertise in areas of responsibility, and to apply that specialized knowledge, skill, and experience daily
- A consistent process to ensure repeated successes. With appropriate background, Matt can take part in creating this process

- Work providing frequent interaction and communication with people, including coaching and teaching company policies and procedures.
- Opportunities to work in a familiar, stable environment and organization.

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