



**High quadrant:** C

**Stability ranking:** 0.7714 (Very High = Very Stable).

**Myers Briggs:** ISFJ

**Emotions:** Wants to keep up with others in effort and technical performance.

**Goal:** Personal growth.

**Judges others by:** Self-discipline; position and promotions.

**Influences others by:** Confidence in their ability to master new skills; development of "proper" procedures and actions.

**Value to the organization:** Skilled in technical and people problem-solving; displays proficiency and specialization.

**Overuses:** Over attention to personal objectives; unrealistic expectations of others.

**Under Pressure:** Becomes restrained; is sensitive to criticism.

**Fears:** Predictability; no recognition as an "expert".

**Would increase effectiveness with more:** Genuine collaboration for common benefit; delegation of key tasks to appropriate individuals.

**Commentary with a work bias:**

Practitioners value proficiency in specialized areas. Spurred by a desire to be "good at something," they carefully monitor their own work performance. Although their aim is to be "the" expert in an area, Practitioners frequently give the impression that they know something about everything. This image is particularly strong when they verbalize their knowledge on a variety of subjects.

As Practitioners interact with others, they project a relaxed, diplomatic, and easy-going style. This congenial attitude may change quickly in their own work area when they become intensely focused in order to meet high standards for performance. Because they value self-discipline, Practitioners evaluate others on the basis of their ability to focus on daily performance. They have high expectations of themselves and others, and they tend to verbalize their disappointment.

Assess  
Overuse,  
Under  
Pressure  
and  
Fears  
to pick  
Pattern!

Secret  
to  
improve

While they naturally concentrate on developing an organized approach to work and increasing their own skills, Practitioners also need to help others build skills. In addition, they need to increase their appreciation of those who contribute to the work effort even though they may not use the Practitioner's preferred methods.

**Commentary when at their best as a person bias:**

Practitioners have an ability to observe and notice the needs of others that is so finely-tuned that it is easy for it to go under the radar. But when the Practitioner is not there, others suddenly realise how much they really did, how many details were taken care of that others did not stop to notice. But a Practitioner's ability to help is not all that makes them unforgettable. A Practitioner is a person of conviction who balances intense reflection with a proactive, productive lifestyle. Practitioners listen to troubled people and do tangible things to help them. A balance of empathy and practical know-how brings the world kindness and consistency.