



**High quadrant:** D

**Stability ranking:** 0.9952 (Very High = Very Stable).

**Myers Briggs:** ENTJ

**Emotions:** Concerned with meeting personal needs.

**Goal:** New opportunities.

**Judges others by:** Ability to meet the Developer's standards.

**Influences others by:** Pursuit of solutions for problems; projection of personal sense of power.

**Value to the organization:** Avoids "passing the buck"; seeks new or innovative problem solving methods.

**Overuses:** Control over people and situations to accomplish his or her own results.

**Under Pressure:** Works alone to complete tasks; is belligerent if individualism is threatened or challenging opportunities disappear.

**Fears:** Boredom; loss of control.

**Would increase effectiveness with more:** Patience, empathy; participation and collaboration with others; follow through and attention to quality control.

**Commentary with a work bias:**

Developers tend to be strong-willed individuals, continually seeking new horizons. As self-reliant, independent thinkers, they prefer to find their own solutions. Relatively free of the constraining influence of the group, Developers are able to bypass convention and often create innovative solutions.

While they most often use direct, forceful behaviour, Developers can also shrewdly manipulate people and situations. When required to participate with others in situations that limit their individualism, Developers are apt to become belligerent. They are persistent when pursuing the results, they desire and will do whatever is necessary to overcome obstacles to success. In addition, they have high expectations of others and can be critical when their standards are not met.

Developers are most interested in achieving their own goals. Opportunities for advancement and challenge are important to them. By focusing on results, they may lack empathy or seem uncaring by dismissing others' concerns.

*Assess  
Overuse,  
Under  
Pressure  
and  
Fears  
to pick  
Pattern!*

*Secret  
to  
improve*

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

Developers cut to the chase and can quickly tell others which ideas work and which ones are just plain stupid. Directness and insight are indispensable and help others save a lot of time and energy. While the Developer may appear either tactless or scarily confident at times, they are fair, ceaselessly curious and fascinated by big-picture ideas and possibilities. Developers do not just get things done, they open our eyes to new ways of seeing life.