



**High quadrant:** S

**Stability ranking:** 0.6973 (High = Stable).

**Myers Briggs:** ISFP

**Emotions:** Is calculatingly moderate; accommodates others.

**Goal:** Maintenance of the status quo; controlled environment.

**Judges others by:** Friendship standards; competence.

**Influences others by:** Consistent performance; accommodation of others.

**Value to the organization:** Plans short term; is predictable, consistent; maintains steady pace.

**Overuses:** Modesty; low risk-taking; passive resistance to innovation.

**Under Pressure:** Becomes adaptable to those in authority and thinks with the group.

**Fears:** Change, disorganization.

**Would increase effectiveness with more:** Public discussion of their ideas; self confidence based on feedback; shortcut methods.

**Commentary with a work bias:**

Specialists "wear well" with others. With their moderate, controlled stance and modest demeanour, they are able to work well with a number of behavioural styles. Specialists are considerate, patient, and always willing to help those they consider friends. They build close relationships with a relatively small group of associates in the work environment.

Their efforts are directed toward retaining familiar and predictable patterns. Most effective in specialized areas, Specialists plan their work along directed channels and achieve a remarkably consistent performance. Appreciation from others helps to maintain that level of consistency.

Specialists are slow to adapt to change. Prior conditioning gives them time to change their procedures while maintaining a consistent level of performance. Specialists may also require help when starting new projects and in developing shortcut methods to meet deadlines. Finished projects are often put aside for further revisions. Specialists should consider throwing away old files that have outlived their usefulness.

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

*Secret  
to  
improve*

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

Specialists have the ability to honour their own individuality and the freedom of other people which is immense. Specialists appear gentle and reserved, but sometimes give others a glimpse of their inner resolve and passion and when this happens it is inspiring and authentic. Specialists have a creative, adaptable approach to life and others cannot forget how their eyes are opened to meaningful experiences and the beauty and opportunity in the world around them.