



High quadrant: S

Stability ranking: 0.0373 (Very Low = Very Unstable).

Myers Briggs: ISTP

Emotions: Is industrious and diligent; displays frustration.

Goal: Personal accomplishments, sometimes at the expense of the group's goal.

Judges others by: Ability to achieve concrete results.

Influences others by: Accountability for own work.

Value to the organization: Sets and completes key result areas for self.

Overuses: Reliance on self; absorption in the task.

Under Pressure: Becomes frustrated and impatient; becomes more of a "do-er" and less of a "delegator".

Fears: Others with competing or inferior work standards affecting results.

Would increase effectiveness with more: Reduction of "either-or" thinking; clarity of task priority; consideration of optional approaches; willingness to compromise short-term for long range benefits.

Commentary with a work bias:

The motivation of Achievers is largely internal and flows from deeply felt personal goals. Their commitment to their own goals precludes an automatic acceptance of the group's goals. Achievers need to see how they can blend their personal goals with the organization's goals. By retaining control over the direction of their lives, Achievers develop a strong sense of accountability.

Achievers demonstrate a keen interest in their work and an intense, continual pursuit of accomplishment. They have a high opinion of their work and under pressure may hesitate to delegate tasks. Instead, they take on the work themselves to ensure that things are done right. When they delegate, they tend to take back the task if it does not go according to their expectations. Their guiding premise is, "If I succeed, I want the credit, and if I fail, I will take the blame."

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

*Secret
to
improve*

An Achiever should communicate more with others to expand their thinking beyond either "I have to do it myself" or "I want all the credit." They may need assistance to find new approaches for achieving their desired results. Achievers function at peak efficiency, and they expect recognition equal to their contribution -- high wages in profit organizations and leadership positions in other groups.

Commentary when at their best as a person bias:

Achievers have a cool, level-headed nature that is both attractive and intriguing. In a crisis when everyone else is panicking and flipping out, the Achiever will keep a steady demeanour and look for quick solutions. The Achiever's confidence and resourcefulness is indispensable and intensely appealing. Some say others secretly want to be like an Achiever!