



High quadrant: D

Stability ranking: 0.8606 (Very High = Very Stable).

Myers Briggs: ESTP

Emotions: Verbalizes ego strength; displays rugged individualism.

Goal: Dominance and independence.

Judges others by: Ability to accomplish the task quickly.

Influences others by: Force of character; persistence.

Value to the organization: Persistence; doggedness.

Overuses: Impatience; win-lose competition.

Under Pressure: Becomes critical and fault-finding; resists participating with a team; may overstep boundaries.

Fears: others will take advantage of them; slowness, especially in task activities; being a pushover.

Would increase effectiveness with more: verbalization of their reasoning; consideration of other views and ideas about goals and problem solutions; genuine concern for others; patience and humility.

Commentary with a work bias:

Result-Oriented people display self-confidence, which some may interpret as arrogance. They actively seek opportunities that test and develop their abilities to accomplish results. Result-Oriented persons like difficult tasks, competitive situations, unique assignments and "important" positions. They undertake responsibilities with an air of self-importance and display self-satisfaction once they have finished.

Result-Oriented people tend to avoid constraining factors, such as direct controls, time-consuming details, and routine work. Because they are forceful and direct, they may have difficulties with others. Result-Oriented people prize their independence and may become restless when involved with group activities or committee work. Although Result-Oriented people generally prefer to work alone, they may persuade others to support their efforts, especially when completing routine activities.

Result-Oriented people are quick-thinkers, and they are impatient and fault-finding with those who are not. They evaluate others on their ability to get results. Result-Oriented people are determined and persistent even in the face of antagonism. They take command of the situation when necessary,

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

*Secret
to
improve*

whether or not they are in charge. In their uncompromising drive for results, they may appear blunt and uncaring.

Commentary when at their best as a person bias:

Result-Oriented people have confidence and a sense of adventure that is inspiring to others. Result-Oriented people make others feel like they are all capable of seizing the day and facing risks with bravery. Hardly anything seems to rattle a bold nature. Gets excited by challenges that would cause other people to break down. Is exciting and clever and also friendly and humorous.