



**High quadrant:** I

**Stability ranking:** 0.0203 (Extremely Low = Very Unstable).

**Myers Briggs:** ESFJ

**Emotions:** Is driven to look good.

**Goal:** "Victory" with flair.

**Judges others by:** Ability to initiate activities.

**Influences others by:** Competitive recognition.

**Value to the organization:** Accomplishes goals with the team.

**Overuses:** Authority; ingenuity.

**Under Pressure:** Becomes restless, critical, and impatient.

**Fears:** "Loss" or "failure"; others' disapproval.

**Would increase effectiveness with more:** Individual follow-through; empathy when showing disapproval; steadier pace.

**Commentary with a work bias:**

Appraisers make creative ideas serve practical purposes. They use direct methods to accomplish results. Appraisers are competitive, but other people tend to view Appraisers as assertive rather than aggressive because Appraisers are considerate of others. Instead of giving orders or commands, Appraisers involve people in the task through persuasion. They elicit the cooperation of those around them by explaining the rationale of the proposed activities.

Appraisers help others visualize the steps that are necessary to accomplish results. Appraisers usually speak from a detailed plan of action that they have developed to ensure an orderly progression toward results. In their eagerness to win, Appraisers can become impatient when their standards are not maintained or when extensive follow-through is required.

Appraisers are good critical thinkers. They are verbal in their criticisms, and their words occasionally may be caustic. Appraisers have better control of the situation if they relax and pace themselves. A helpful axiom to achieve this is: "You win some and you lose some."

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

*Secret  
to  
improve*

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

Appraisers have something so comforting and supportive with a strong and capable personality. Appraisers seem to know just how to organise people to get along and get a job done at the same time. Appraisers have a gift for creating unity and do it so effortlessly that it does not seem like it is being worked at. With empathy combined with a practical, level-headed nature makes an Appraiser an indispensable friend.