



High quadrant: I

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

Myers Briggs: ESFP

Emotions: Being approachable; showing affection and understanding.

Goal: Friendship; happiness.

Judges others by: Positive acceptance of others; ability to look for the good in people.

Influences others by: Personal relationships; "open door" policy.

Value to the organization: Remaining stable and predictable; developing a wide range of friendships; listening to others' feelings.

Overuses: Indirect approach; tolerance.

Under Pressure: Becomes overly flexible and intimate; is too trusting without differentiating amongst people.

Fears: Pressuring people; being accused of causing harm.

Would increase effectiveness with more: attention to realistic deadlines; initiative to complete the task.

Commentary with a work bias:

Counselors are particularly effective in solving people problems. They impress others with their warmth, empathy, and understanding. Their optimism makes it easy to look for the good in others. Counselors prefer to deal with others by building long-standing relationships. As a good listener with a willing ear for problems, a Counselor offers suggestions gently and refrains from imposing his or her ideas on others.

Counselors tend to be overly tolerant and patient with non-producers. Under pressure, they may have difficulty confronting performance problems. Counselors may be indirect when issuing orders, making demands, or disciplining others. By adopting the attitude that "people are important," Counselors may place less emphasis on task accomplishment. They sometimes require assistance to set and meet realistic deadlines.

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

*Secret
to
improve*

Counselors often take criticism as a personal affront, but they respond well to attention and compliments for completed assignments. When in a position of responsibility, Counselors tend to be attentive to the quality of working conditions and provide adequate recognition for members of their group.

Commentary when at their best as a person bias:

Counselors have a sixth sense for adventure and opportunity that is nearly unmatched. Possesses energy and spirit that makes others feel like life is a beautiful story ready to be opened. Between an eagerness to experience everything, enthusiasm for life and a quick sense of humour, Counselors manage to bring limitless alternatives and possibility to any experience that they are a part of.