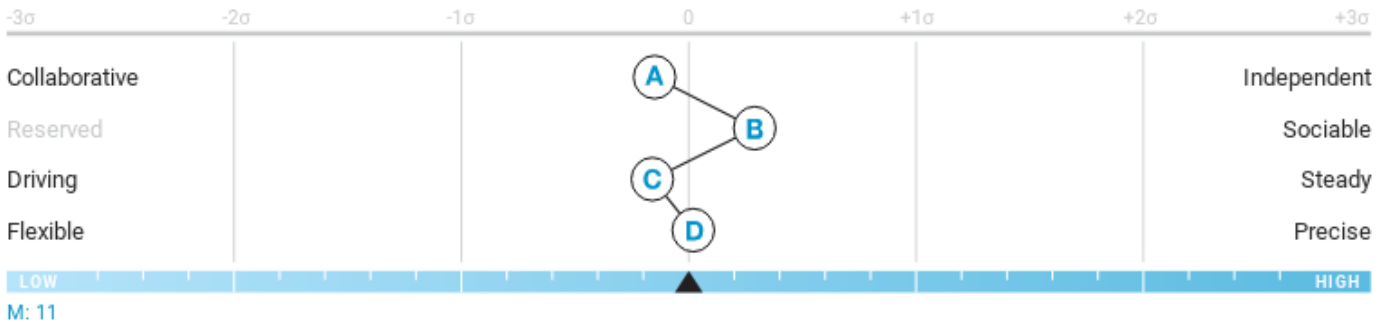




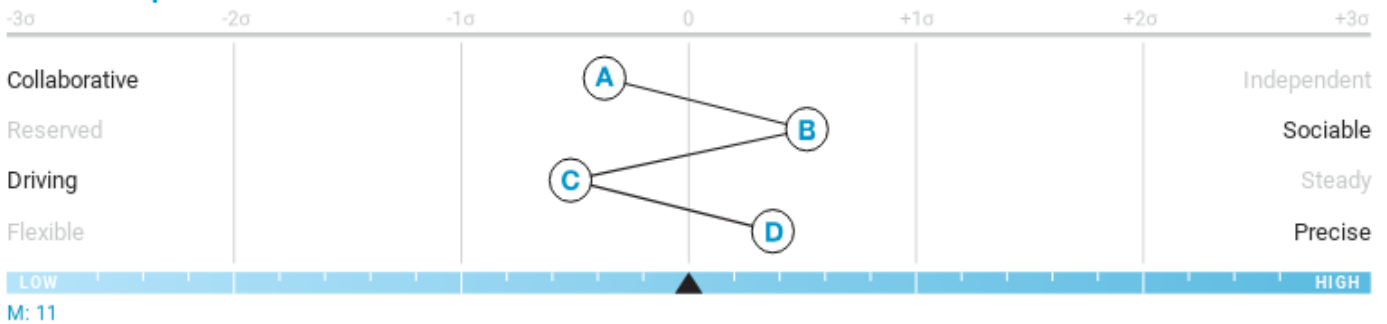
Adapter

An Adapter is a bridge-builder, comfortable with changing situations.

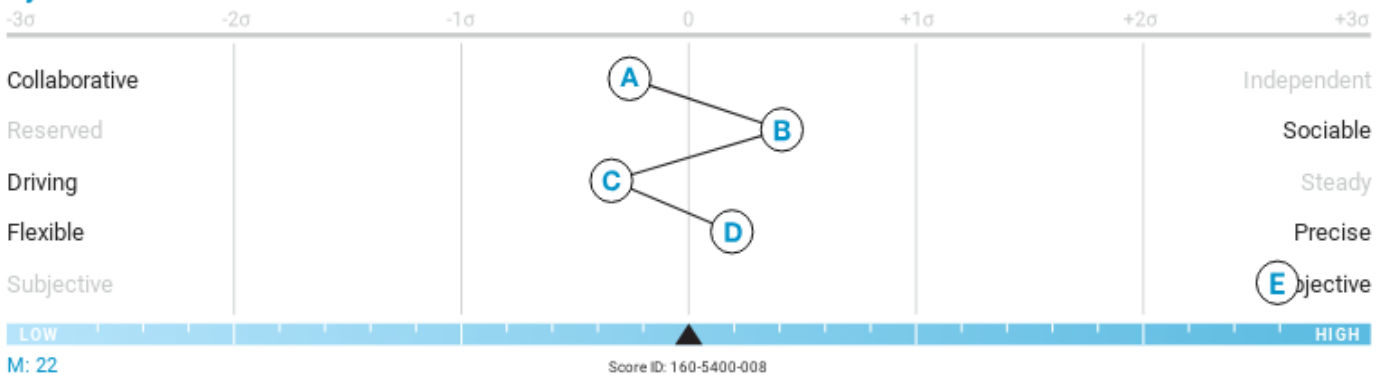
Self



Self-Concept



Synthesis



Strongest Behaviors

This Behavioral Pattern has a very narrow width, so observed behaviors are moderate in their expression.

While moderate, Giles will most strongly express the following behaviors:

- Relatively quick in connecting to others; reasonably open and sharing. Builds and leverages relationships to get work done.
- Fluent, enthusiastic, and comparatively frequent in communication; a motivator who pays attention to others' points of view.
- Collaborative; works with and through others. Focused on team cohesion, dynamics, and interpersonal relations.
- Socially-focused, generally empathizes with people, seeing their point of view or understanding their emotions. Positive communication.
- Teaches and shares; generally interested in working collaboratively with others to help out.
- Friendly and service-oriented; drives for the "greater good" rather than individual goals. Promotes teamwork by sharing authority.

Summary

Unassuming, unselfish and has a genuine interest in other people and a strong, intuitive understanding of them. Outgoing and friendly, they enjoy working with others and is lively, warm company.

A pleasant and extraverted person, Giles is an effective communicator, able to stimulate and motivate others while being aware of and responsive to their needs and concerns. Their congenial personality and friendly, interested attitude make them readily approachable. Giles gets along easily with a wide variety of people.

Their drive is directed at working with and for others. They derive particular satisfaction from doing things for others, the company, management, the team, and for the company's customers. Cooperative and willing, this individual can be a particularly effective teacher and communicator of the company's policies, programs, and systems.

Works at a faster-than-average pace; is attentive to details and both quick and accurate in handling them. Giles is, however, too impatient to enjoy working with details as repetitive routine or as a primary responsibility.

Eager to be sure that things are done exactly right, they'll follow-up carefully and closely if the work requires delegation of details to others. When it is necessary to be critical, will try to do that in a constructive, supportive manner. Their sense of urgency and sense of duty combine to make someone who is actively concerned about the timeliness, as well as the correctness, of any work for which they are held responsible.

In general, they are a cautious and careful person, respectful of company authority and traditions, a specialist who avoids risk and uncertainty by taking care to do things properly, working within the company's formal organizational structure.

Management Style

As a manager of people or projects, Giles will be:

- Proactive in bringing the team together to complete work by “the book,” within accepted standards and policies, and on-time
- An enthusiastic, outgoing team player; motivated to work with and through others to achieve the company’s goals
- Collaborative in approach; eager to gather input from other, whose viewpoints are valued; Giles will, however, be unlikely to go against accepted policies or higher authority
- Keenly interested in the development of others; is an enthusiastic coach or trainer; a conscientious communicator of the company vision
- Respectful of authority and considerate of others; focus is on the job at hand, which is taken very seriously.

Influencing Style

As an influencer, Giles will be:

- Convivial and persuasive; will utilize an effective and stimulating style to build a solid, trusted relationship with others
- Composed and thorough when presenting ideas and solutions where they’re a consummate expert
- Warm and sincere with others; eager to understand their needs and help them by providing tailored, proven solutions that are within the accepted allowance and without over-committing
- Comfortable and confident with a proven process they know well; reluctant to change unless given good reasons, proper training, and specific guidelines
- Generally liked and trusted by others in repeated contact; adept at maintaining and growing productive business relationships.