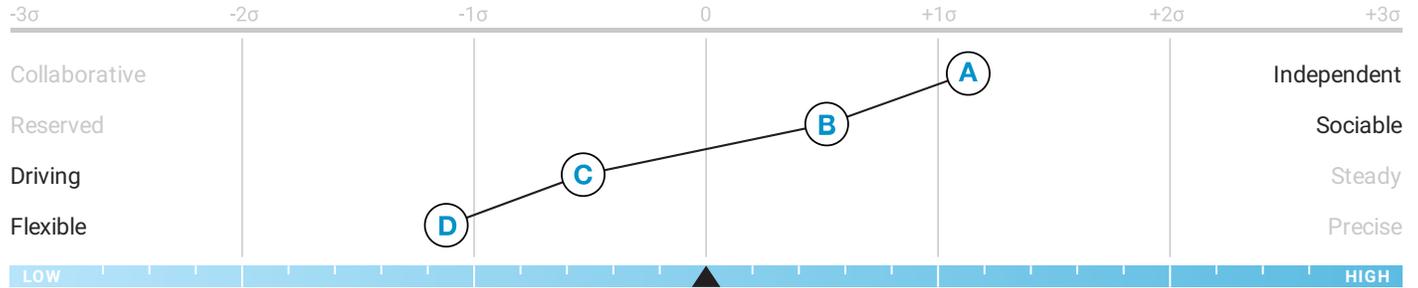




Michel Fortin
Maverick

A Maverick is an innovative, "outside the box" thinker, who is undaunted by failure.

Behavioral



M: 19

A Dominance

Independent

Is very...
Independent
Assertive
Self-confident

Needs lots of...
Independence
Control of own activities
To be challenged

D Formality

Flexible

Is very...
Informal
Tolerant of uncertainty
Flexible

Needs lots of...
Freedom from rigid structure
Freedom of expression
Opportunities to delegate details

C Patience

Driving

Is moderately...
Intense
Restless
Driving

Needs some...
Variety
Opportunities to work at a faster than average pace
Mobility

B Extraversion

Sociable

Is moderately...
Outgoing
People oriented
Persuasive

Needs some...
Opportunities to interact
Social acceptance
Opportunities to influence

A over D

Comfortable with risk

Independent
Individualistic
Self-confident

A over C

Proactive

Takes initiative
Competitive
Driven to get things done

B over D

Informal

Extraverted
Outgoing
Uninhibited expression of friendliness

B over C

Quick to connect

Fluent
Fast-talking
Lively

A over B

Task-oriented

Analytical
Collaborative problem solver
Venturesome

C over D

Casual with rules

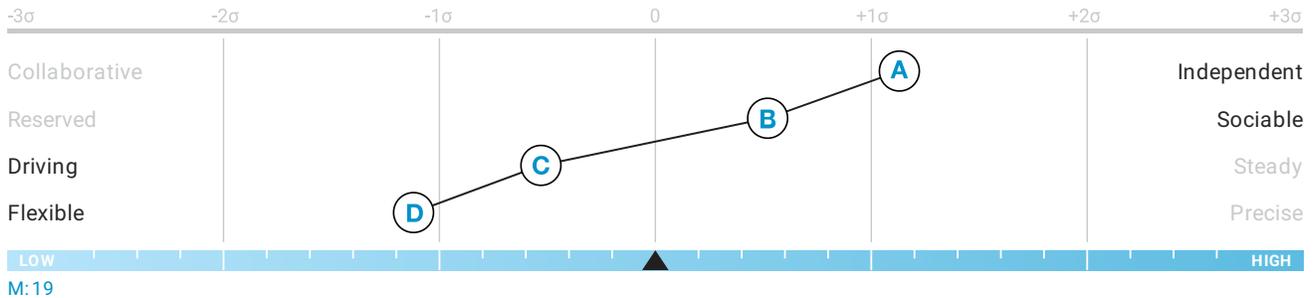
Informal
Uninhibited
Freewheeling



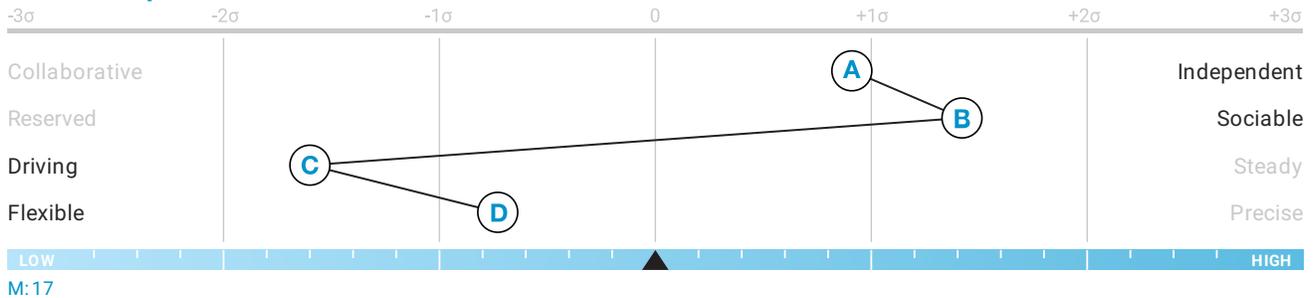
Maverick

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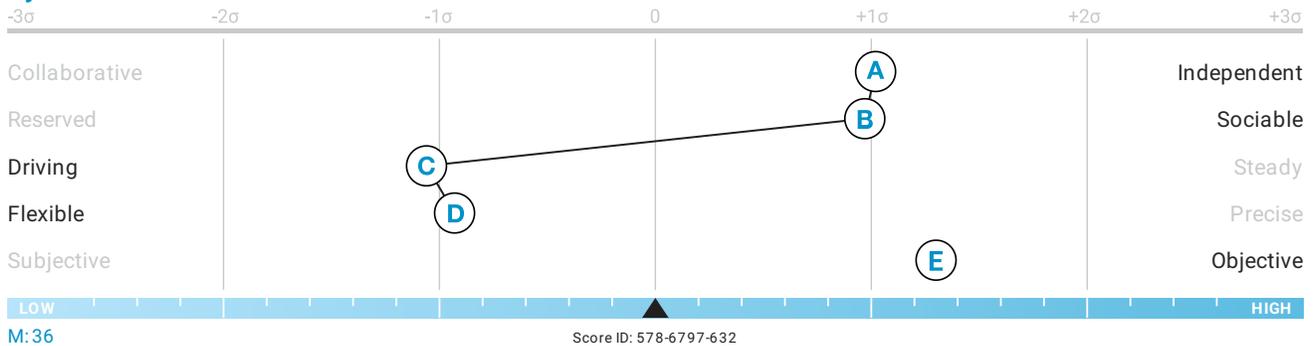
Self



Self-Concept



Synthesis



Strongest Behaviors

Michel will most strongly express the following behaviors:

- Risk-taking, daring, and focus on future goals; this individual is more concerned with where they're going than either how they'll get there, or where they've been. Adaptable, operates flexibly.
- Makes decisions and takes action, even with little proof confirming their decision. Confident in their own ideas and unimpressed with tradition.
- Flexible approach to "the book" often bends the rules and does things their own way. An innovative, "outside the box" thinker who is undaunted by failure.
- Proactivity, assertiveness, and sense of urgency in driving to reach personal goals. Openly challenges the world.
- Independent in putting forth their own ideas, which are often innovative and, if implemented, cause change. Resourcefully works through or around anything blocking completion of what they want to accomplish; aggressive when challenged.
- Impatient for results, puts pressure on themselves and others for rapid implementation, and is far less productive when doing routine work.
- Socially informal, extroverted, and outgoing; gets familiar quickly. Communicates in an uninhibited, lively, and adaptable manner, drawing others into the conversation.
- Interested in people, building relationships, and teamwork rather than technical matters. Affable, optimistic, and easily trusting.
- Focused on goals and the people needed to get there, not details or plans; frequently delegates details.

Summary

A very independent, confident, decisive, self-starter, intense and driving. This individual has a strong sense of urgency, can react and adjust quickly to changing conditions, generate novel ideas, and deal with them swiftly.

Their drive is directed at getting the important things done. Competitive, ambitious and venturesome, they respond positively and actively to challenge and pressure, always sure of an ability to handle problems and people. This individual is outgoing and poised; a forceful, animated, communicator tending to be more authoritative than persuasive in style. They talk briskly, with assurance and conviction and are a stimulating influence on others, while being direct, determined and flexible.

Sure of the value of personal judgments and opinions, and persistent in defending them if put under pressure to change them, Michel will question and challenge established company policies or systems and strive to prove in action the value of their ideas for change.

More concerned with the achievement of goals than with the details of how things get done, this individual will freely delegate to others with loose follow-up, but with demand and pressure for timely results. Ingenious and venturesome, they will likely become restless and dissatisfied if required to work under close control or to do work which is routine or highly structured. Very much a generalist, Michel is more concerned with the strategies involved in reaching goals than with specific or detailed tactics.

Management Strategies

To maximize effectiveness, productivity, and job satisfaction, consider providing Michel with the following:

- High levels of autonomy and flexibility in the job
- Ample opportunity for expression of and action on their own ideas and initiatives
- Variety, challenge, responsibility, and opportunities to demonstrate abilities

- Recognition, advancement and tangible rewards for success.

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