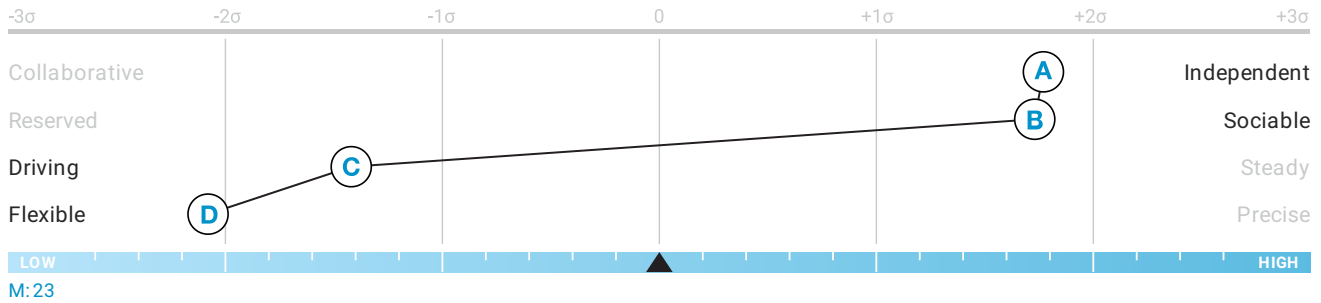




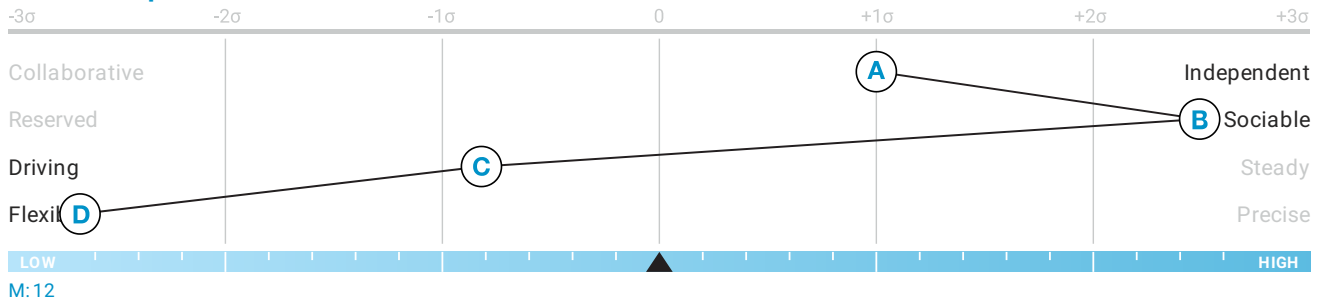
Maverick

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

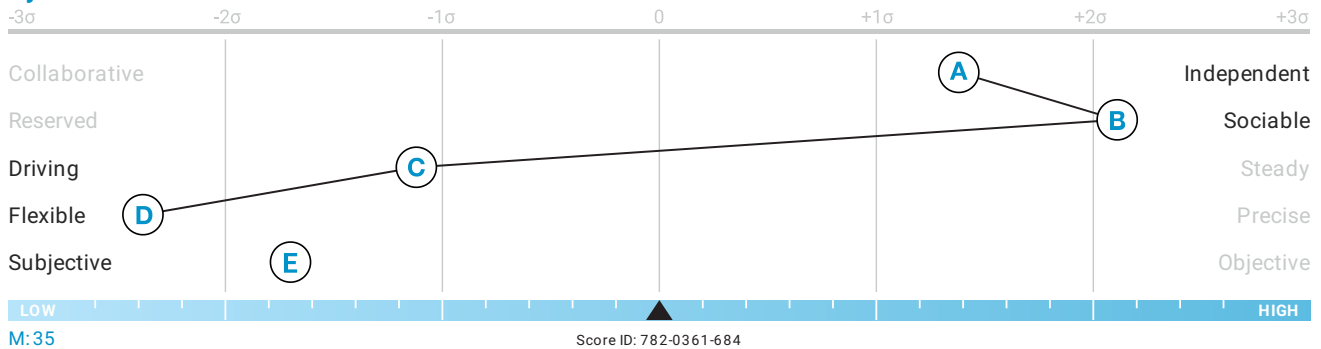
Self



Self-Concept



Synthesis



Strongest Behaviors

This Behavioral Pattern is extremely wide, which means that observed behaviors are very strongly expressed and needs are very strongly felt.

Jake will most strongly express the following behaviors:

- Strongly venturesome in taking risks and focusing on the future; almost exclusively concerned with where they're going rather than either how they'll get there, or where they've been. Very adaptable; solves problems as they occur rather than through advance planning.
- Makes decisions and takes action, even when there's an absence of proof confirming their decision. Comfortable operating outside of traditions, Jake pursues strongly innovative ideas, even in the face of failures or popular opposition.
- Remarkably independent. Resists authority and proven, "by the book" methods in favor of their own ideas.
- Extremely informal, extraverted, and outgoing; gets familiar very soon after you meet. Communicates effusively, flexibly, and engagingly; draws others into the conversation.
- Almost exclusively focused on people, building relationships, and teamwork rather than technical matters. Uninhibited; very open and trusting in sharing thoughts and in asking personal questions.
- Not interested in the details; delegates them freely. Needs unstructured projects where flexibly working with people, and a focus on the goals rather than the plans, is necessary.
- 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.

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, Jake 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, Jake 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 Jake 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.