

Basic profile



Simon Salesman, 16.9.2021

Norm: General

INDEPENDENT PERFORMER

							7				
<i>fo</i> Less focused	1	2	3	4	5	6	7	8	9	10	Very focused, quality-oriented
<i>co</i> Less competitive	1	2	3	4	5	6	7	8	9	10	Very competitive, results-oriented

LEADER-INFLUENCER

							6				
<i>le</i> Not leading of others	1	2	3	4	5	6	7	8	9	10	Strongly leading of others
<i>is</i> Reserved, unassuming	1	2	3	4	5	6	7	8	9	10	Stands out, inspires others

COLLABORATOR

<i>so</i> Solitary, withdrawing	1	2	3	4	5	6	7	8	9	10	Seeks company, communicates
<i>em</i> Distant, remote	1	2	3	4	5	6	7	8	9	10	Advises, supports others
<i>re</i> Autonomous, self-sufficient	1	2	3	4	5	6	7	8	9	10	Listens to, serves others

PLANNING & PROBLEM SOLVING

<i>or</i> Fact-based approach	1	2	3	4	5	6	7	8	9	10	Idea-seeking approach
<i>pc</i> Focused perception	1	2	3	4	5	6	7	8	9	10	Broad perception
<i>th</i> Standard solutions	1	2	3	4	5	6	7	8	9	10	Creative solutions

IMPLEMENTATION

<i>dc</i> Cautious, controlled	1	2	3	4	5	6	7	8	9	10	Quick, risk-taking
--------------------------------	---	---	---	---	---	---	---	---	---	----	--------------------

WORK ENVIRONMENT & VIEWINGS

<i>am</i> Stable work environment	1	2	3	4	5	6	7	8	9	10	Mobile work environment
<i>op</i> Realism	1	2	3	4	5	6	7	8	9	10	Optimism
<i>sr</i> Much self-reflection	1	2	3	4	5	6	7	8	9	10	Less self-reflection

Themes



Simon Salesman, 16.9.2021

Norm: General

THINKER — DOER

									9		
<i>co</i> Less competitive	1	2	3	4	5	6	7	8	9	10	Very competitive, results-oriented
<i>pc</i> Focused perception	1	2	3	4	5	6	7	8	9	10	Broad perception
<i>dc</i> Cautious, controlled	1	2	3	4	5	6	7	8	9	10	Quick, risk-taking

INTROVERT — EXTROVERT

							7				
<i>is</i> Reserved, unassuming	1	2	3	4	5	6	7	8	9	10	Stands out, inspires others
<i>so</i> Solitary, withdrawing	1	2	3	4	5	6	7	8	9	10	Seeks company, communicates

ONE-WAY — TWO-WAY COMMUNICATION

			3								
<i>em</i> Distant, remote	1	2	3	4	5	6	7	8	9	10	Advises, supports others
<i>re</i> Autonomous, self-sufficient	1	2	3	4	5	6	7	8	9	10	Listens to, serves others

CAUTIOUS — RISK TAKING

								8			
<i>fo</i> Less focused	1	2	3	4	5	6	7	8	9	10	Very focused, quality-oriented
<i>dc</i> Cautious, controlled	1	2	3	4	5	6	7	8	9	10	Quick, risk-taking
<i>am</i> Stable work environment	1	2	3	4	5	6	7	8	9	10	Mobile work environment

SEES PROBLEMS — DOESN'T SEE PROBLEMS

									9		
<i>dc</i> Cautious, controlled	1	2	3	4	5	6	7	8	9	10	Quick, risk-taking
<i>op</i> Realism	1	2	3	4	5	6	7	8	9	10	Optimism
<i>sr</i> Much self-reflection	1	2	3	4	5	6	7	8	9	10	Less self-reflection

Team Roles



Simon Salesman, 16.9.2021

Norm: General

TEAM LEADER

					6						
<i>le</i> Not leading of others	1	2	3	4	5	6	7	8	9	10	Strongly leading of others
<i>is</i> Reserved, unassuming	1	2	3	4	5	6	7	8	9	10	Stands out, inspires others

CONTROLLER

			4								
<i>le</i> Not leading of others	1	2	3	4	5	6	7	8	9	10	Strongly leading of others
<i>am</i> Stable work environment	1	2	3	4	5	6	7	8	9	10	Mobile work environment

COLLABORATOR

				5							
<i>so</i> Solitary, withdrawing	1	2	3	4	5	6	7	8	9	10	Seeks company, communicates
<i>em</i> Distant, remote	1	2	3	4	5	6	7	8	9	10	Advises, supports others

SPECIALIST

		3									
<i>fo</i> Less focused	1	2	3	4	5	6	7	8	9	10	Very focused, quality-oriented
<i>dc</i> Cautious, controlled	1	2	3	4	5	6	7	8	9	10	Quick, risk-taking

IDEA GENERATOR

						7					
<i>or</i> Fact-based approach	1	2	3	4	5	6	7	8	9	10	Idea-seeking approach
<i>am</i> Stable work environment	1	2	3	4	5	6	7	8	9	10	Mobile work environment

PROTECTIVE FACTORS

SEEKS COMPANY OF OTHERS

<i>so</i> Solitary, withdrawing	1	2	3	4	5	6	7	8	9	10	Seeks company, communicates
---------------------------------	---	---	---	---	---	---	---	---	---	----	-----------------------------

PREFERS NOVELTY, CHANGE

<i>am</i> Stable work environment	1	2	3	4	5	6	7	8	9	10	Mobile work environment
-----------------------------------	---	---	---	---	---	---	---	---	---	----	-------------------------

ANTICIPATES SUCCESS

<i>op</i> Less optimism	1	2	3	4	5	6	7	8	9	10	Much optimism
-------------------------	---	---	---	---	---	---	---	---	---	----	---------------

RISK FACTORS

A-TYPICALITY

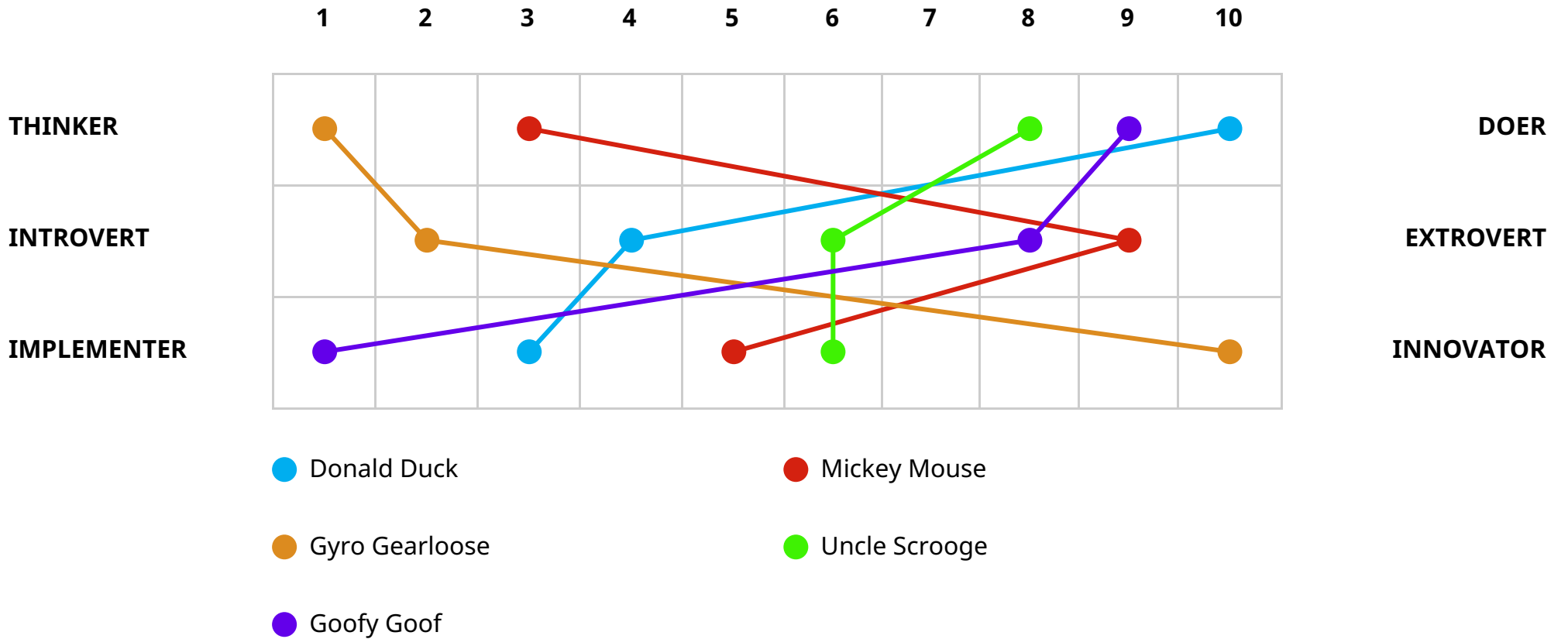
									9			
<i>co</i> Less competitive	1	2	3	4	5	6	7	8	9	10	Very competitive, results-oriented	
<i>dc</i> Cautious, controlled	1	2	3	4	5	6	7	8	9	10	Quick, risk-taking	

JOB BURNOUT

			3									
<i>fo</i> Less focused	1	2	3	4	5	6	7	8	9	10	Very focused, quality-oriented	
<i>op</i> Less optimism	1	2	3	4	5	6	7	8	9	10	Much optimism	

Group opposite roles

Duckberg, 22.9.2021



Group opposite roles

Duckberg, 22.9.2021

THINKER

Thinks and weighs

Gyro Gearloose (1)

Mickey Mouse (3)

DOER

Acts and performs

Donald Duck (10)

Goofy Goof (9)

Uncle Scrooge (8)

INTROVERT

Focused on task

Gyro Gearloose (2)

Donald Duck (4)

EXTROVERT

Creates relations

Mickey Mouse (9)

Goofy Goof (8)

Uncle Scrooge (6)

IMPLEMENTER

Implements existing processes

Goofy Goof (1)

Donald Duck (3)

Mickey Mouse (5)

INNOVATOR

Creates new processes

Gyro Gearloose (10)

Uncle Scrooge (6)

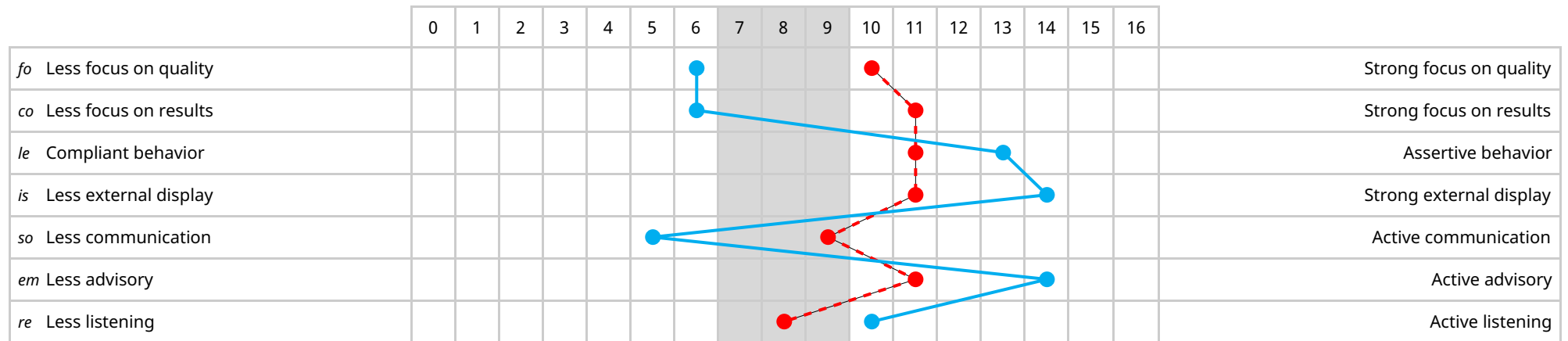
Group basic competencies

16.9.2021

● - - - Creative MBA class (US) *group size: 26*

● — Professor

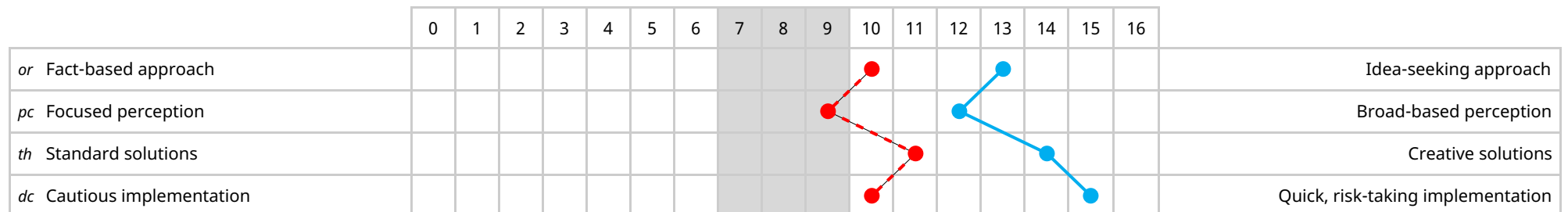
ACTION PATTERNS



Existing processes

PLANNING & PROBLEM SOLVING

New processes



VIEWING

