

# Basic profile



Simon Salesman, 14.9.2021

Norm: General

## INDEPENDENT PERFORMER

						7					
<i>fo</i> Less quality seeking	1	2	3	4	5	6	7	8	9	10	Quality seeker, focuser
<i>co</i> Less results seeking	1	2	3	4	5	6	7	8	9	10	Results seeker, competitive

## LEADER-INFLUENCER

						6					
<i>le</i> Less leading of others	1	2	3	4	5	6	7	8	9	10	Action leader
<i>is</i> Less eager to stand out	1	2	3	4	5	6	7	8	9	10	Thought leader, influencer

## COLLABORATOR

				4							
<i>so</i> Withdrawing, happy alone	1	2	3	4	5	6	7	8	9	10	Socializer
<i>em</i> Distant, unconcerned	1	2	3	4	5	6	7	8	9	10	Advisor of others
<i>re</i> Follower of one's own path	1	2	3	4	5	6	7	8	9	10	Listener to others

## PLANNING & PROBLEM SOLVING

	<i>Implementer</i>				4						<i>Innovator</i>
<i>or</i> Fact-based	1	2	3	4	5	6	7	8	9	10	Idea generator
<i>pc</i> Viewer of the practical picture	1	2	3	4	5	6	7	8	9	10	Viewer of the complex picture
<i>th</i> Analytic, logical thinker	1	2	3	4	5	6	7	8	9	10	Intuitive, creative thinker

## IMPLEMENTATION

<i>dc</i> Cautious implementer	1	2	3	4	5	6	7	8	9	10	Quick implementer
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## WORK ENVIRONMENT & VIEWINGS

<i>am</i> Proponent of order	1	2	3	4	5	6	7	8	9	10	Proponent of variety
<i>op</i> Realist	1	2	3	4	5	6	7	8	9	10	Optimist
<i>sr</i> Highly self-reflective	1	2	3	4	5	6	7	8	9	10	Less self-reflective

# Themes



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## THINKER — DOER

									9		
<i>co</i> Less results seeking	1	2	3	4	5	6	7	8	9	10	Results seeker, competitive
<i>pc</i> Viewer of the practical picture	1	2	3	4	5	6	7	8	9	10	Viewer of the complex picture
<i>dc</i> Cautious implementer	1	2	3	4	5	6	7	8	9	10	Quick implementer

## INTROVERT — EXTROVERT

						7					
<i>is</i> Less eager to stand out	1	2	3	4	5	6	7	8	9	10	Thought leader, influencer
<i>so</i> Withdrawing, happy alone	1	2	3	4	5	6	7	8	9	10	Socializer

## ONE-WAY — TWO-WAY COMMUNICATION

			3								
<i>em</i> Distant, unconcerned	1	2	3	4	5	6	7	8	9	10	Advisor of others
<i>re</i> Follower of one's own path	1	2	3	4	5	6	7	8	9	10	Listener to others

## CAUTIOUS — RISK TAKING

							8				
<i>fo</i> Less quality seeking	1	2	3	4	5	6	7	8	9	10	Quality seeker, focuser
<i>dc</i> Cautious implementer	1	2	3	4	5	6	7	8	9	10	Quick implementer
<i>am</i> Proponent of order	1	2	3	4	5	6	7	8	9	10	Proponent of variety

## SEES PROBLEMS — DOESN'T SEE PROBLEMS

								9			
<i>dc</i> Cautious implementer	1	2	3	4	5	6	7	8	9	10	Quick implementer
<i>op</i> Realist	1	2	3	4	5	6	7	8	9	10	Optimist
<i>sr</i> Highly self-reflective	1	2	3	4	5	6	7	8	9	10	Less self-reflective

# Team Roles



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## TEAM LEADER

					6							
<i>le</i> Less leading of others	1	2	3	4	5	6	7	8	9	10		Action leader
<i>is</i> Less eager to stand out	1	2	3	4	5	6	7	8	9	10		Thought leader, influencer

## CONTROLLER

			4									
<i>le</i> Less leading of others	1	2	3	4	5	6	7	8	9	10		Action leader
<i>am</i> Proponent of order	1	2	3	4	5	6	7	8	9	10		Proponent of variety

## COLLABORATOR

				5								
<i>so</i> Withdrawing, happy alone	1	2	3	4	5	6	7	8	9	10		Socializer
<i>em</i> Distant, unconcerned	1	2	3	4	5	6	7	8	9	10		Advisor of others

## SPECIALIST

		3										
<i>fo</i> Less quality seeking	1	2	3	4	5	6	7	8	9	10		Quality seeker, focuser
<i>dc</i> Cautious implementer	1	2	3	4	5	6	7	8	9	10		Quick implementer

## IDEA GENERATOR

						7						
<i>or</i> Fact-based	1	2	3	4	5	6	7	8	9	10		Idea generator
<i>am</i> Proponent of order	1	2	3	4	5	6	7	8	9	10		Proponent of variety

## PROTECTIVE FACTORS

### SEEKS COMPANY OF OTHERS

<i>so</i> Withdrawing, happy alone	1	2	3	4	5	6	7	8	9	10	Socializer
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### PREFERS NOVELTY, CHANGE

<i>am</i> Proponent of order	1	2	3	4	5	6	7	8	9	10	Proponent of variety
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### ANTICIPATES SUCCESS

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

### A-TYPICALITY

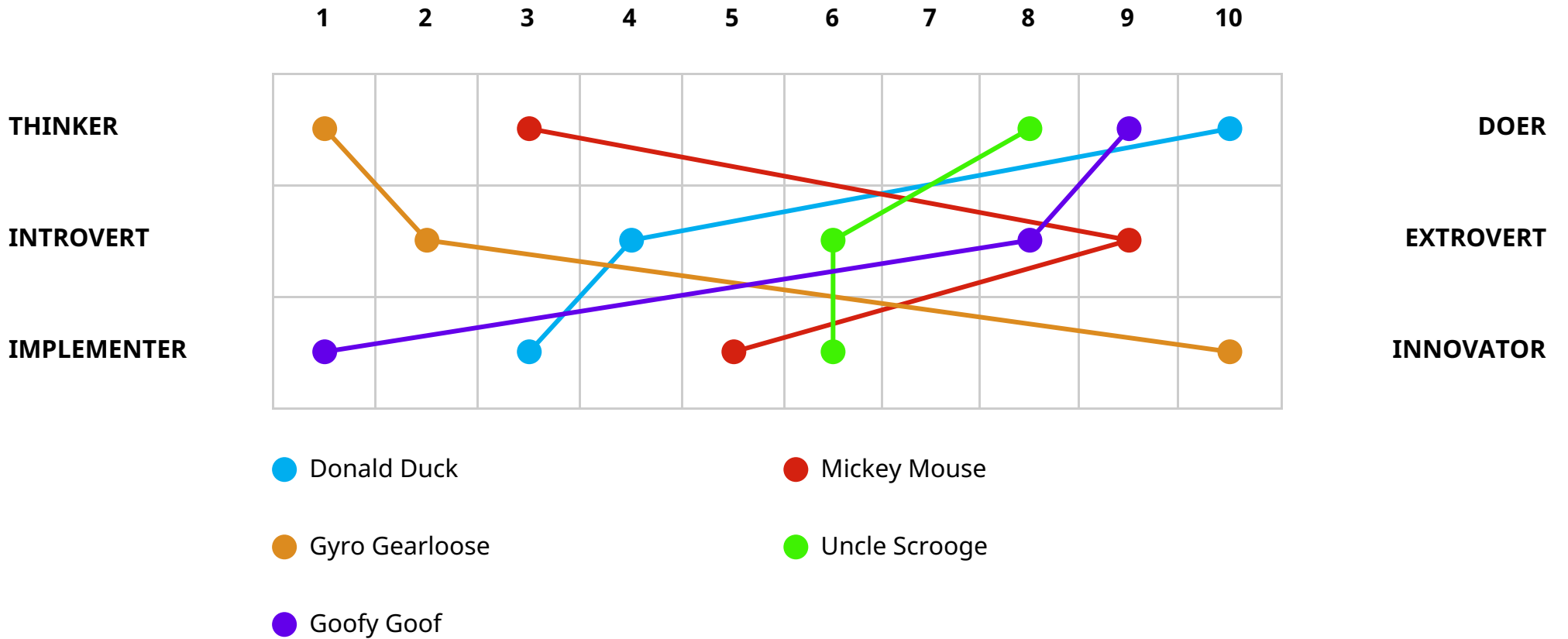
									9			
<i>co</i> Less results seeking	1	2	3	4	5	6	7	8	9	10	Results seeker, competitive	
<i>dc</i> Cautious implementer	1	2	3	4	5	6	7	8	9	10	Quick implementer	

### JOB BURNOUT

			3									
<i>fo</i> Less quality seeking	1	2	3	4	5	6	7	8	9	10	Quality seeker, focuser	
<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)

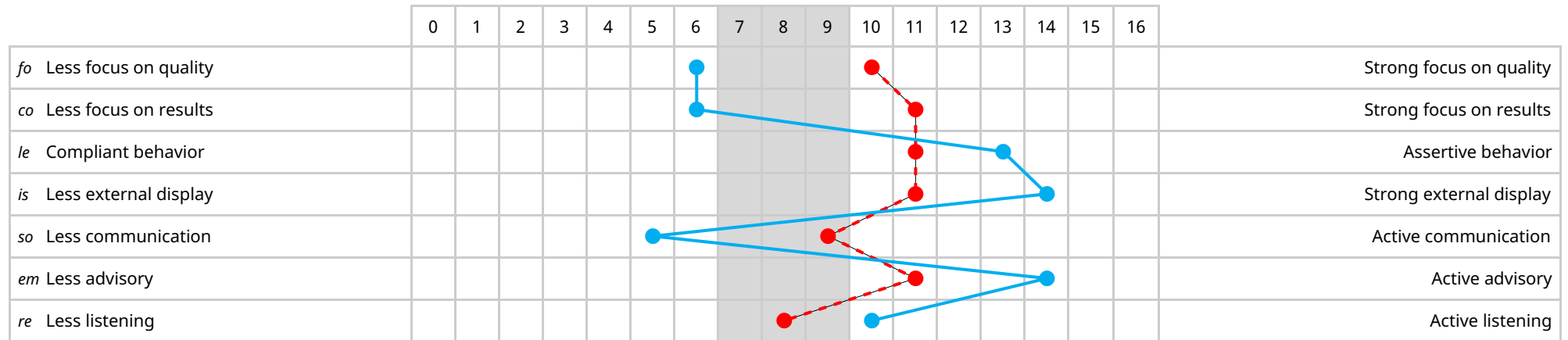
# Group basic competencies

16.9.2021

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

● — Professor

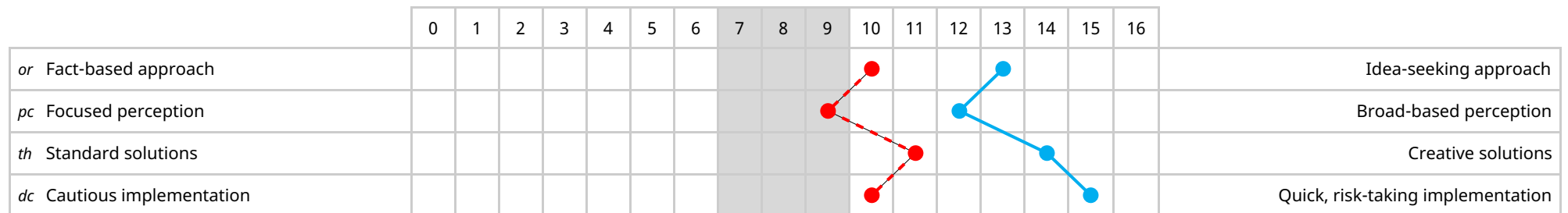
## ACTION PATTERNS



Existing processes

## PLANNING & PROBLEM SOLVING

New processes



## VIEWING

