# **Basic profile**



Simon Salesman, 14.9.2021

Norm: General

#### **INDEPENDENT PERFORMER**

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

#### LEADER-INFLUENCER

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

#### COLLABORATOR

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

#### **PLANNING & PROBLEM SOLVING**

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

#### **IMPLEMENTATION**

#### **WORK ENVIRONMENT & VIEWINGS**

aı	n Proponent of order	1	2	3	4	5	6	7	8	9	10	Proponent of variety
oj	? Realist	1	2	3	4	5	6	7	8		10	Optimist
sr	Highly self-reflective	1	2	3	4	5	6	7	8	9	10	Less self-reflective

## **Themes**

Simon Salesman, 14.9,2021 Norm: General

#### THINKER — DOER

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

#### INTROVERT — EXTROVERT

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

#### **ONE-WAY — TWO-WAY COMMUNICATION**

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

#### CAUTIOUS — RISK TAKING

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

#### SEES PROBLEMS — DOESN'T SEE PROBLEMS

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

## **Team Roles**



Simon Salesman, 14.9.2021

Norm: General

#### **TEAM LEADER**

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

#### CONTROLLER

				4							
Less leading of others	1	2	3	4	5	6	7	8	9	10	Action leader
Proponent of order	1	2	3	4	5	6	7	8	9	10	Proponent of variety

#### **COLLABORATOR**

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

#### **SPECIALIST**

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

#### **IDEA GENERATOR**

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

# **Work well-being**



Simon Salesman, 14.9.2021

Norm: General

#### PROTECTIVE FACTORS

### **SEEKS COMPANY OF OTHERS**

so Withdrawing, happy alone	1	2	3	4	5	6	7	8	9	10	Socializer			
PREFERS NOVELTY, CHANGE														
am Proponent of order	1	2	3	4	5	6	7	8	9	10	Proponent of variety			
ANTICIPATES SUCCESS														
op Less optimism	1	2	3	4	5	6	7	8	9	10	Much optimism			

#### **RISK FACTORS**

### **A-TYPICALITY**

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

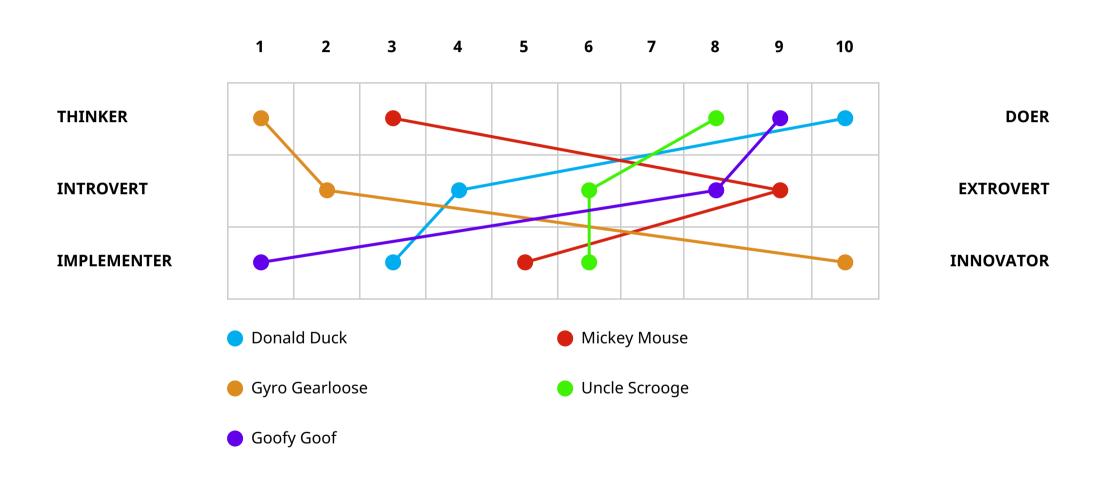
### **JOB BURNOUT**

fo Less quality seeking	1	2	3	4	5	6	7	8	9	10	Quality seeker, focuser
op 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	DOER Acts and performs	INTROVERT Focused on task	EXTROVERT Creates relations	IMPLEMENTER Implements existing processes	INNOVATOR Creates new processes
Gyro Gearloose (1)	Oonald Duck (10)	Gyro Gearloose (2)	Mickey Mouse (9)	Goofy Goof (1)	Gyro Gearloose (10)
Mickey Mouse (3)	Goofy Goof (9)	Oonald Duck (4)	Goofy Goof (8)	Oonald Duck (3)	Uncle Scrooge (6)
	Uncle Scrooge (8)		Uncle Scrooge (6)	Mickey Mouse (5)	

# **Group basic competencies**



16.9.2021

← - - Creative MBA class (US) group size: 26

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## **ACTION PATTERNS**

	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
fo Less focus on quality							•											Strong focus on quality
co Less focus on results							-					•						Strong focus on results
le Compliant behavior												•						Assertive behavior
is Less external display															>			Strong external display
so Less communication						•				•<								Active communication
em Less advisory												<b>&gt;</b>			<b>&gt;</b>			Active advisory
re Less listening									•		•							Active listening

	Exi	sting p	rocess	ies	PL	ANN	IIN	G &	PRC	<b>DBL</b> I	EM S	SOL	VIN	G	New	proces	sses	
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
or Fact-based approach											•							Idea-seeking approach
pc Focused perception													<					Broad-based perception
th Standard solutions												<b>&gt;</b>						Creative solutions
dc Cautious implementation											•					•		Quick, risk-taking implementation

## **VIEWING**

	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
am Stable operational environment										•	•							Mobile operational environment
op Realism														>				Optimism
sr Much self-reflection							•			•								Less self-reflection