

Derek Scruggs

Assessment Date
Report Date

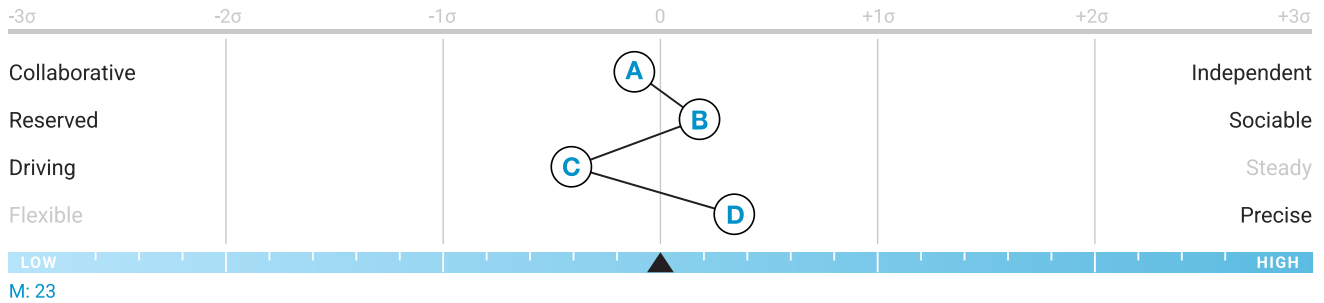
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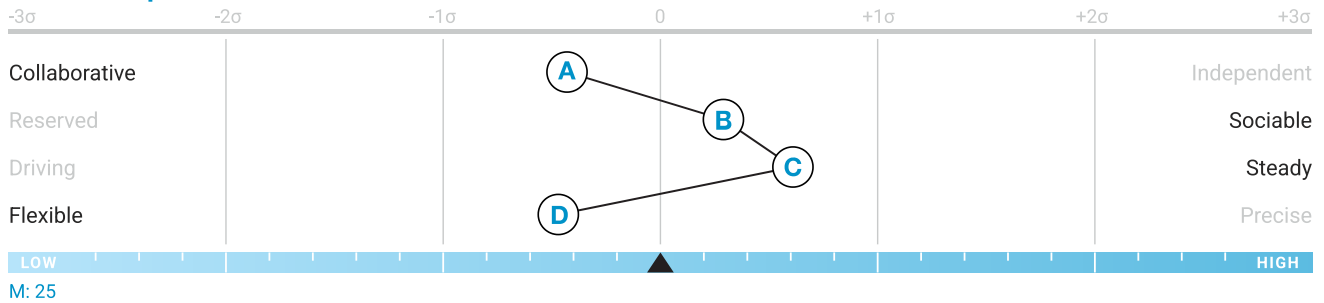
Altruist

An Altruist is congenial and cooperative with an efficient, precise work ethic.

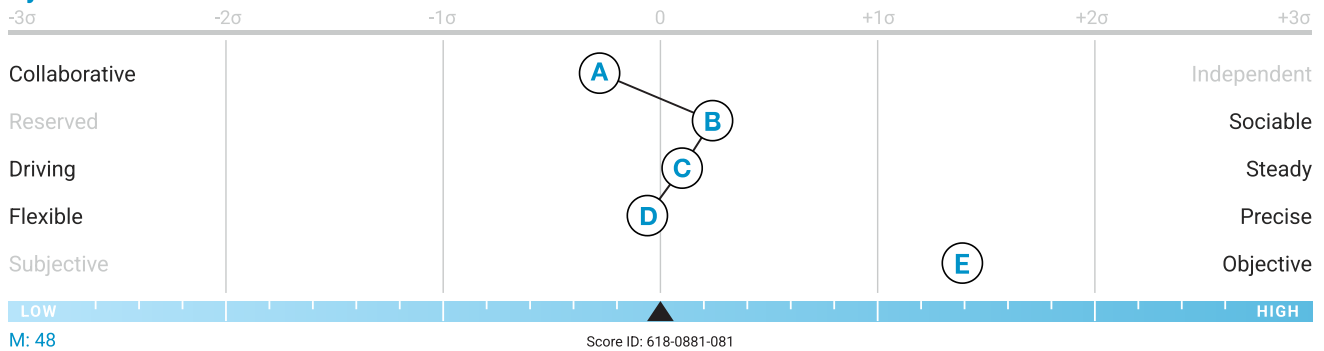
Self



Self-Concept



Synthesis



Score ID: 618-0881-081

Strongest Behaviors

This Behavioral Pattern has a very narrow width, so observed behaviors are moderate in their expression.

While moderate, Derek will most strongly express the following behaviors:

- Works at a faster-than-average pace, producing results in general accordance with schedules and “the book.”
- Detail-oriented; typically makes and follows a plan to keep track of things and usually follows up to ensure completion.
- Focused on operational efficiencies: thinks about what needs to be done and how it can be done quickly without losing quality. Impatient with routines.
- Relatively quick in connecting to others; reasonably open and sharing. Builds and leverages relationships to get work done.
- Fluent, enthusiastic, and comparatively frequent in communication; a motivator who pays attention to others’ points of view.
- Collaborative; works with and through others. Focused on team cohesion, dynamics, and interpersonal relations.
- Drive to protect the company against risk by doing things in general accordance with established standards.
- Careful; usually follows a plan to avoid making mistakes. Generally has proof to support decisions before taking action.
- Detail-oriented and helpful; works comfortably as part of a team and often checks work.

Summary

Unassuming, unselfish and has a genuine interest in other people and a strong, intuitive understanding of them. Outgoing and friendly, they enjoy working with others and is lively, warm company.

A pleasant and extraverted person, Derek is an effective communicator, able to stimulate and motivate others while being aware of and responsive to their needs and concerns. Their congenial personality and friendly, interested attitude make them readily approachable. Derek gets along easily with a wide variety of people.

Their drive is directed at working with and for others. They derive particular satisfaction from doing things for others, the company, management, the team, and for the company’s customers. Cooperative and willing, this individual can be a particularly effective teacher and communicator of the company’s policies, programs, and systems.

Works at a faster-than-average pace; is attentive to details and both quick and accurate in handling them. Derek is, however, too impatient to enjoy working with details as repetitive routine or as a primary responsibility.

Eager to be sure that things are done exactly right, they’ll follow-up carefully and closely if the work requires delegation of details to others. When it is necessary to be critical, will try to do that in a constructive, supportive manner. Their sense of urgency and sense of duty combine to make someone who is actively concerned about the timeliness, as well as the correctness, of any work for which they are held responsible.

In general, they are a cautious and careful person, respectful of company authority and traditions, a specialist who avoids risk and uncertainty by taking care to do things properly, working within the company’s formal organizational structure.

Management Strategies

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

- Clear, specific description of the job, with duties, responsibilities, and organizational relationships clearly defined
- Opportunities to learn everything that's needed to know about the job
- The support and help of management, subject-matter experts, or trusted advisors when working outside their area of expertise
- Freedom from repetition
- General assurance of security, respect, and appreciation of the work
- Opportunities for interaction with people.