Preferred Work Orientation

**TASK ORIENTED:**
Prefers work that produces tangible results, motivated by physical hands-on activity, and has a strong here-and-now sense of urgency.

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<th>TEAM AVERAGE</th>
<th>Michael Berry</th>
<th>Travis Brown</th>
<th>Scott Davies</th>
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Preferred Work Orientation

RELATIONSHIP ORIENTED:
Prefers work that involves people, motivated by the opportunity to influence and persuade others, and has a here-and-now sense of time.

TEAM AVERAGE
LOW
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Michael Berry
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LOW
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John Sunday
LOW
HIGH

Russell Williams
LOW
HIGH
Preferred Work Orientation

THOUGHT ORIENTED:
Prefers work that is conceptual and analytical, motivated by the creative, innovative, visual and esthetically pleasing, and has a plan-for-the-future sense of time.

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Preferred Work Orientation

PROCEDURE ORIENTED:
Prefers work that applies systems and process, is motivated by a very specific and detailed plan, and has a rely-on-precedent sense of time.

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Behavioral and Performance Strengths

"Your strength..." is in working in groups, collaborating, building consensus, and intuitive relationship skills.

TEAM AVERAGE

HIGH
MODERATE
HIGH

Working With Others

"Your strength..." is accomplishing things on your own, your self-sufficiency, and not needing group approval.

Michael Berry

HIGH
MODERATE
HIGH

Travis Brown

HIGH
MODERATE
HIGH

Scott Davies

HIGH
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Jim Middleton

HIGH
MODERATE
HIGH

John Sunday

HIGH
MODERATE
HIGH

Russell Williams

HIGH
MODERATE
HIGH
Behavioral and Performance Strengths

"Your strength..." is flexibility, being able to deal effectively with the unexpected, and need for novelty and variety.

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Dealing With Change

"Your strength..." is thoroughness, remaining focused on tasks and goals and drive to complete things.
Behavioral and Performance Strengths

"Your strength..." is a sense of urgency, physical energy, endurance, and need to get here-and-now results.

Your Preferred Pace

"Your strength..." is a thoughtful and reflective approach, a careful consideration of issues, and your patience.

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Behavioral and Performance Strengths

"Your strength..." is your strong respect for convention and traditional values, and a high desire to support the team.

TEAM AVERAGE

High Moderate High

Michael Berry

High Moderate High

Travis Brown

High Moderate High

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High Moderate High

Eric Eichbauer

High Moderate High

Herman Hicks

High Moderate High

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High Moderate High

Michael Lynch

High Moderate High

Jim Middleton

High Moderate High

John Sunday

High Moderate High

Russell Williams

Your Personal Identity

"Your strength..." is standing up for what you believe in, not giving in, not giving into peer pressure, and being independent.
Behavioral and Performance Strengths

"Your strength..." is your direct assertiveness, take charge attitude, and not avoiding conflict.

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Asserting Yourself

"Your strength..." is your low-key and non-demanding style, and getting people to do things by choice.
### Behavioral and Performance Strengths

**Expressing Your Feelings**

"Your strength..." is a comfort in expressing your care and concern for others, and your very genuine compassion.

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"Your strength..." is a logical approach to problem-solving, and an ability to remain calm in a crisis.
Behavioral and Performance Strengths

"Your strength..." is being organized, punctual and highly attentive to detail and "best practices."

Attention To Detail

"Your strength..." is trying new ideas and approaches, multi-tasking, and openness to other opinions.

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