



Resource Investigator - RI

Positive

- ① Extrovert
- ① Enthusiastic
- ① Communicative
- ① Explores opportunities
- ① Develops contacts

Negative

- ① Over optimistic
- ① Loses interest once initial enthusiasm has passed



Implementer - IMP

Positive

- ① Disciplined
- ① Reliable
- ① Conservative & efficient
- ① Turns ideas into action

Negative

- ① Somewhat inflexible
- ① Slow to respond to new possibilities



Team Worker - TW

Positive

- ① Cooperative
- ① Mild
- ① Perceptive and diplomatic
- ① Listens
- ① Builds
- ① Avoids conflict

Negative

- ① Indecisive in crunch situations



Completer - CF

Positive

- ① Painstaking
- ① Conscientious
- ① Anxious
- ① Searches out errors & omissions
- ① Delivers on time

Negative

- ① Inclined to worry unduly
- ① Reluctant to delegate



Shaper - SH

Positive

- ① Challenging
- ① Dynamic
- ① Thrives on pressure
- ① The drive & courage to overcome obstacles

Negative

- ① Prone to provocation
- ① Offends people's feelings



Plant - PL

Positive

- ① Creative
- ① Imagination
- ① Unorthodox
- ① Solves difficult problems

Negative

- ① Ignores incidents
- ① Too pre-occupied to communicate effectively



Monitor Evaluator - ME

Positive

- ① Sober
- ① Strategic & discerning
- ① Sees all options
- ① Judges accurately

Negative

- ① Lacks drive and the ability to inspire others



Coordinator - CO

Positive

- ① Mature
- ① Confident
- ① Good chairperson
- ① Clarifies goals
- ① Promotes decision making
- ① Delegates well

Negative

- ① Can be seen as manipulative
- ① Off-loads personal work