

**Strength in 3 words**

Innovative, responsible, approachable, candid

**Main motives & values: what he needs to**

- be attached to team/idea feel her power to influence, eager to succeed, be productive
- appreciate the culture of celebrating little victories
- make data based and rational decisions Feel compensated, salary plays a role in decision-making
- does not value esthetical embellishment, straight to the rational
- may feel lack of recognition

**Good at**

- motivates the team, articulates inputs of others
- listens and welcomes different points of view
- comfortable with risks and uncertainty

**Needs to work on**

- more actively promotes her ideas
- tends to work under pressure
- may get distracted

While he's in his bright side - he tends to be

- open to feedback, interested in her performance
- hard working, taking initiatives, eager to complete what's committed
- outgoing, warm, friendly, approachable
- direct, straightforward, confront poor performance
- responsible, detail-oriented, good organizational citizenship
- open-minded, eager to learn

Needs others' awareness while he

- tends to work with a sense of urgency and little stress
- may seem impulsive
- confronts poor performance too openly, not easily being intimidated with difficult conversations
- lets her space (time, influence) to be taken by others