

Kate Rancourt

Assessment Date
Report Date

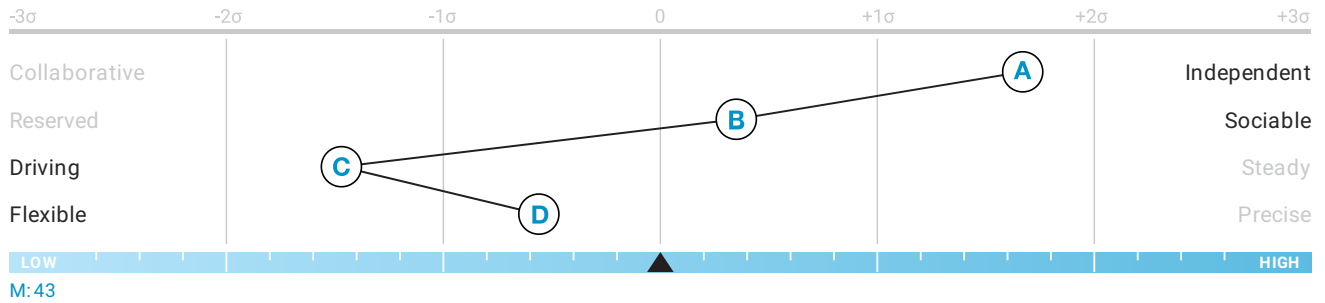
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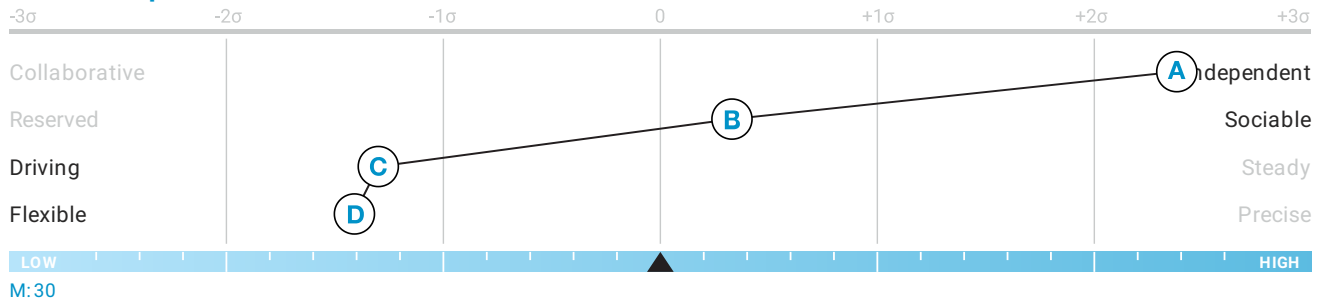
Captain

A Captain is a problem solver who likes change and innovation while controlling the big picture.

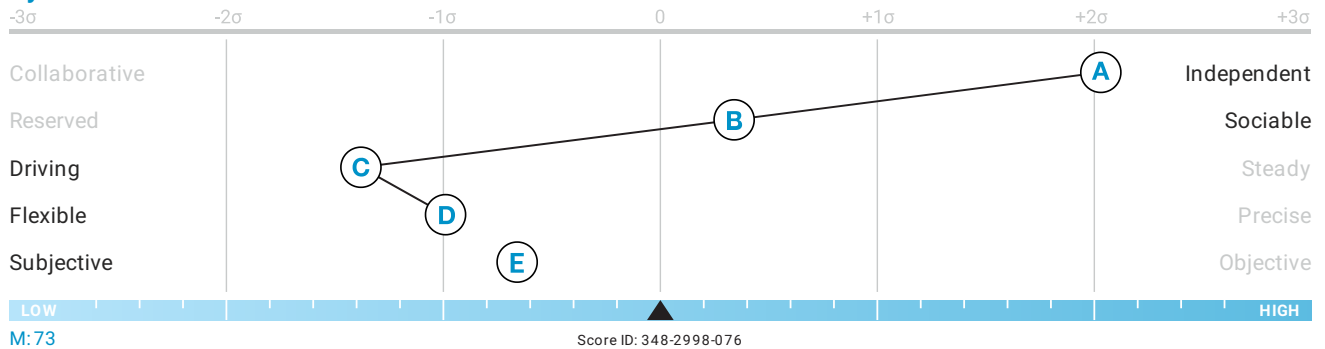
Self



Self-Concept



Synthesis



Score ID: 348-2998-076

Strongest Behaviors

Kate will most strongly express the following behaviors:

- Proactivity, assertiveness, and sense of urgency in driving to reach personal goals. Openly challenges the world.
- Independent in putting forth their own ideas, which are often innovative and, if implemented, cause change. Resourcefully works through or around anything blocking completion of what they want to accomplish; aggressive when challenged.
- Impatient for results, puts pressure on themselves and others for rapid implementation, and is far less productive when doing routine work.
- Risk-taking, daring, and focus on future goals; this individual is more concerned with where they're going than either how they'll get there, or where they've been. Adaptable, operates flexibly.
- Makes decisions and takes action, even with little proof confirming their decision. Confident in their own ideas and unimpressed with tradition.
- Flexible approach to "the book" often bends the rules and does things their own way. An innovative, "outside the box" thinker who is undaunted by failure.
- Proactively connects quickly to others; open and sharing. Builds and leverages relationships to get work done.
- Comfortably fluent and fast talk, in volume. Enthusiastically persuades and motivates others by considering their point of view and adjusting delivery.
- Collaborative; usually works with and through others. Intuitive understanding of team cohesion, dynamics, and interpersonal relations.

Summary

Kate is a confident, independent self-starter with competitive drive, initiative, a sense of urgency, and the ability to make decisions and take responsibility for them. Can react and adjust quickly to changing conditions and come up with ideas for dealing with them.

Their drive is purposeful, directed at getting things done quickly. This individual responds positively and actively to challenge and pressure, and has confidence in their own ability to handle novel problems and people. An outgoing, poised person, a lively and enthusiastic communicator, tending to be a little more authoritative than persuasive in style. Talks briskly, with assurance and conviction and is a stimulating influence on others, while being firm, direct, and self-assured in dealing with them.

Distinctly faster-than-average pace of work, Kate learns and takes action quickly. On the other hand, they'll become impatient and restless working repetitively with routine details or structured work and will delegate such work if possible. Follow up will focus on completion and accomplishment, rather than how things were done. With an interest in other people and their development, Kate will delegate authority, limiting such delegation to those who can be trusted, and following up with pressure for timely results.

Makes decisions about people and situations quickly. Assesses what's generally going on, and rather than exhaustively research, pulls together the information at hand and takes forceful action. They're confident in assumptions about any missing information, and comfortable acting even in the absence of complete information. For this individual, continual progress towards the general goal is more important than always being exactly on track; course corrections will be made as necessary, when the time arises.

Self-assured, Kate sets high standards of achievement, both personally as well as for teams and looks for opportunities to compete and to win. Venturesome, they are stimulated by new challenges and situations, and can generally be found driving to new horizons. Harbors strong personal and professional ambition.

Management Strategies

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

- As much independence and flexibility in activities as possible
- Opportunities to learn and advance
- Opportunities for expression of, and action on, ideas and initiatives
- Variety and challenge in responsibilities
- Opportunities to demonstrate skills, and recognition and reward for doing so
- Freedom from routines and repetitive details, balanced by accountability for results.