



Analyzer

An Analyzer is intense, with high standards and a disciplined and reserved personality.

NEEDS:

Understanding of the big picture

Room for introspection

Opportunities to work at a fast pace

Freedom from risk of errors

BEHAVIORS:

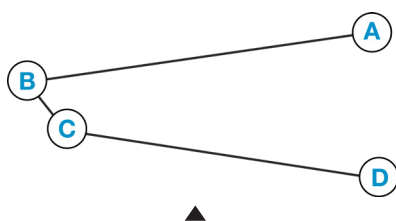
Assertive

Pensive

Intense

Thorough

Average Behavioral Pattern



Signature work styles:

Communication

- Reserved, takes time to think
- Direct, generalist

Delegation

- Selective in delegating both details and authority
- Close follow-up to ensure quality

Decision making

- Imaginative problem-solver
- Drive to make decisions but can "second-guess" them

Action & risk

- Drive to initiate action
- Risk-averse, wants all the answers before taking action

Strengths:

- Disciplined and strong on execution
- Innovative and self-motivated
- Data-driven and analytical

Common traps:

- Can be seen as a perfectionist with high standards
- May be skeptical if they don't have enough information
- Often hesitant to take action without having all the information up front

How to work well with them:

- Give them room; don't micromanage them. Analyzers like to express and implement their own ideas.
- Don't pressure Analyzers to make quick decisions. They feel more comfortable when the decision is within their area of expertise or if they can manage the risk involved.
- Bring challenges to Analyzers. They like opportunities to showcase both their expertise and their creative problem solving abilities.