



Captain

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

NEEDS:

Independence

Connection with others

Variety and change

Flexibility

BEHAVIORS:

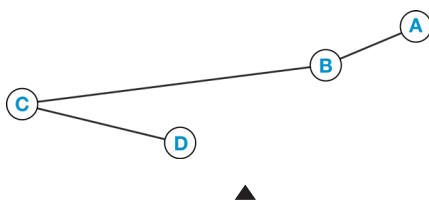
Competitive

Enthusiastic

Driving

Non-conforming

Average Behavioral Pattern



Signature work styles:

Communication

- Authoritative, telling
- Articulate communicator

Delegation

- Delegates authority and details somewhat freely

Decision making

- Innovative problem-solver
- Push to decide things quickly

Action & risk

- Risk-taker, responds positively to pressure
- Self-starter

Strengths:

- Seeks to lead and have an impact
- People-oriented, sociable
- Able to deal with time pressure and change

Common traps:

- Can seem authoritative
- May appear to be brusque
- Struggles to adhere to structure or direction

How to work well with them:

- Give them room; Captains want flexibility in their activities.
- Let Captains grow; they want opportunities to learn, advance or demonstrate responsibility.
- Challenge them; they like tackling tough problems.