



# Collaborator

*A Collaborator is a friendly, understanding, willing and patient team player.*

## NEEDS:

Freedom from individual competition

Opportunities to work with others

Supportive work team

Freedom of expression

## BEHAVIORS:

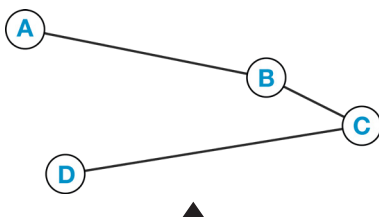
Cooperative

Empathetic

Patient

Casual

## Average Behavioral Pattern



## Signature work styles:

### Communication

- Open, approachable, persuasive
- Understanding listener

### Delegation

- Delegates authority and details freely

### Decision making

- Brings people into the decision

### Action & risk

- Dislikes risk
- Responsive more than proactive

## Strengths:

- Understanding and collaborative
- People-oriented, sociable
- Patience with routines

## Common traps:

- Can have difficulty making unpopular decisions
- May not have great follow through with details
- Sometimes appear to others as being too casual

## How to work well with them:

- Let them collaborate; Collaborators like to communicate with and involve others.
- Show them the love; they want consistent, dependable management and support.
- Keep it friendly; Collaborators don't like competitive pressure.