



# Craftsman

*A Craftsman is accommodating and analytical, while producing highly precise and accurate work.*

## NEEDS:

Understanding

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Room for introspection

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Stable work environment

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Specific knowledge of the job

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## BEHAVIORS:

Accommodating

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Analytical

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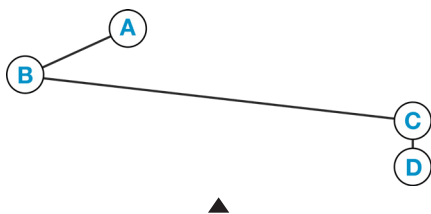
Deliberate

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Precise

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## Average Behavioral Pattern



## Signature work styles:

### Communication

- Reserved, quiet
- Listens thoroughly

### Delegation

- Will delegate, but with careful follow up

### Decision making

- Seeks direction
- Can demonstrate ingenuity when solving problems

### Action & risk

- Cautious
- Careful, responsive

## Strengths:

- Anticipates problems
- Thoughtful approach to communicating information
- Builds structure and has respect for the plan

## Common traps:

- Sometimes overly sensitive to criticism
- May have difficulty under time pressure
- Can be uncomfortable in ambiguous situations

## How to work well with them:

- If you have feedback, make it positive and constructive.
- Recognize them; Craftsmen enjoy being recognized for their technical work.
- Provide Craftsmen the details; they like to think about the technical aspects of the work.