



# Individualist

*An Individualist is highly independent and persistent, while remaining results-oriented.*

## NEEDS:

Independence

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Opportunities to work with facts

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Freedom from changing priorities

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Flexibility

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## BEHAVIORS:

Self-confident

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Analytical

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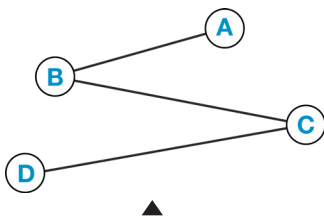
Methodical

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Non-conforming

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## Average Behavioral Pattern



## Signature work styles:

### Communication

- Directive, telling
- Factual, with strong conviction

### Delegation

- Delegates details

### Decision making

- Creative problem-solver
- Decisive

### Action & risk

- Able to take risk
- Will act on new or unconventional ideas

## Strengths:

- Drives change and challenges status quo
- Creative problem solver
- Adept at changing organizational needs

## Common traps:

- May appear as stubborn or opinionated
- Can be tough-minded and authoritative
- May recoil at too much structure and direction

## How to work well with them:

- Give Individualists space; they want to develop and act on their own ideas.
- Challenge them, because Individualists enjoy digging into problems and overcoming challenges.
- Give Individualists opportunity; they want management that is receptive to new ideas, change and risk.