



# Maverick

*A Maverick is an innovative, “outside the box” thinker, who is undaunted by failure.*

## NEEDS:

To be challenged

Opportunities to influence

Variety

Freedom from rules and controls

## BEHAVIORS:

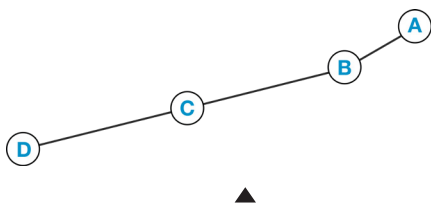
Venturesome

Enthusiastic

Driving

Tolerant of uncertainty

## Average Behavioral Pattern



## Signature work styles:

### Communication

- Forceful, direct
- Animated, telling

### Delegation

- Freely delegates with loose follow-up

### Decision making

- Innovator
- Confident decision-maker

### Action & risk

- Thinks risk is necessary, “the end justifies the means”
- Quick to act

## Strengths:

- Responds positively to challenges and pressure
- Visionary that includes people in the planning
- Goal-oriented

## Common traps:

- May appear tough-minded
- Can be intolerant of and frustrated by delays
- May not adhere to structure or direction
- Needs to be reminded to listen to others’ perspectives

## How to work well with them:

- Hand them the reins; Mavericks want to take action on their own ideas and initiatives.
- Give them freedom; Mavericks like independence and flexibility.
- Remind them of the details; they’re goal-oriented but may overlook the details.