



Scholar

A Scholar is accurate, reserved, imaginative and seeks a high level of technical expertise.

NEEDS:

Independence

Opportunities to reflect

Stable work environment

Freedom from risk of error

BEHAVIORS:

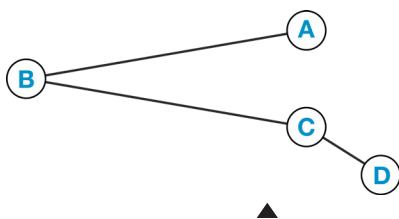
Autonomous

Introspective

Deliberate

Reserved

Average Behavioral Pattern



Signature work styles:

Communication

- Quiet, reserved
- Authoritative, telling

Delegation

- Finds it difficult to delegate

Decision making

- Analytical, imaginative
- Cautious, do things “by the book”

Action & risk

- Acts deliberately and methodically
- Protects against risk

Strengths:

- Data-driven, analytical
- Strong discipline and execution
- Organized and thorough follow-up

Common traps:

- May be cautious about acting on new or controversial ideas
- Can be anxious to avoid disagreements
- Often uncomfortable in new environments or social situations

How to work well with them:

- Give Scholars time; they want to be able to do thorough analysis.
- Scholars want to develop their expertise, so let them grow.
- They want to be responsible for their own work, so don't micromanage.