



NEEDS:

Encouragement

Opportunities to work with facts

Opportunities to work at a faster than average pace

Understanding of rules and regulations

BEHAVIORS:

Accepting of company policies

Matter-of-fact

Fast-paced

Precise

Average Behavioral Pattern



Specialist

A Specialist is a highly precise worker, who remains skeptical while respecting authority.

Signature work styles:

Communication

- Reserved, introspective
- Thinks before speaking

Delegation

- Takes time to earn trust
- Will provide a lot of structure with delegation

Decision making

- Cautious
- Needs the details before making decisions

Action & risk

- Conservative and careful
- Highly responsive

Strengths:

- Understanding and collaborative
- Thoughtful approach to communicating information
- Strong discipline and execution

Common traps:

- Can be exceedingly cautious when action is required
- Communication may be pointed and sparse
- May not be comfortable in ambiguous situations

How to work well with them:

- Give them time to develop their specialty; they're more confident once they're fully trained or have more experience.
- Provide clarity to Specialists, so that they can do things the right way without risk of making mistakes.
- Recognize their specialized skills to help them feel secure.