



# Venturer

*A Venturer is a self-starting, self-motivating, and goal-oriented risk-taker.*

## NEEDS:

Independence

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Opportunities to reflect

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Variety

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Freedom from structure and rules

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## BEHAVIORS:

Assertive

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Analytical

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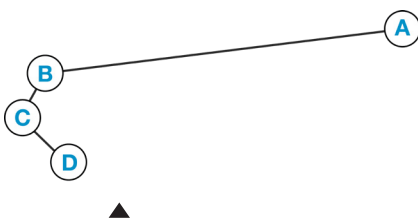
Driving

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Non-conforming

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## Average Behavioral Pattern



## Signature work styles:

### Communication

- Direct, factual, outspoken, frank
- Authoritative

### Delegation

- Hesitant to delegate major authority or responsibility
- Delegates details freely

### Decision making

- Innovative problem-solver
- Values own judgments more than others

### Action & risk

- Takes initiative
- Willing to take risks

## Strengths:

- Drives change and challenges status quo
- Able to think big picture and anticipate problems
- Purposeful approach to most situations and people

## Common traps:

- Can appear tough-minded and directive
- May be dissatisfied or uncomfortable working under close supervision
- Probably won't adhere to structure or direction

## How to work well with them:

- Keep it high level; Venturers are more concerned about achieving goals than the details needed to get there.
- Don't micromanage, let them prove themselves.
- Don't slow Venturers down; they thrive on getting things done.