



Altruist

An Altruist is congenial and cooperative with an efficient, precise work ethic.

NEEDS:

Harmony

Opportunities to interact and collaborate

Opportunities to handle multiple priorities

Clarity of expectations

BEHAVIORS:

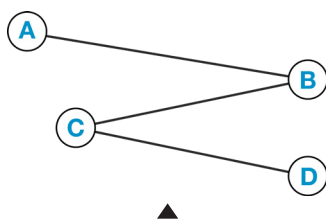
Cooperative

Sociable

Fast-paced

Organized

Average Behavioral Pattern



Signature work styles:

Communication

- Extraverted, enthusiastic
- Persuasive talker

Delegation

- Close follow-up after delegating details

Decision making

- Brings others into the decision-making process
- Makes decisions carefully and cautiously

Action & risk

- Cautious, avoids risk
- Responds well to pressure

Strengths:

- Builds team cohesion and collaboration
- Organized and thorough follow up
- Multitasker, able to juggle priorities

Common traps:

- May be seen as too cautious and not strategic enough
- May be too optimistic or overly trusting
- May become frustrated in stagnant environments

How to work well with them:

- Give them guidelines; Altruists like clear, specific definitions of the job, responsibilities and relationships.
- Mix it up; Altruists like variety in their work.
- Let them help and collaborate; they like being part of a team.



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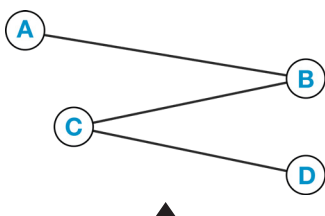
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Motivate and recognize

- Motivate them by leaning into their sense of duty and their satisfaction in doing things for others or for the development of people.
- Assign a variety of quick-moving projects where they can multitask and not get bored.
- Provide public recognition for accomplishments and the value they add to the team.

Provide direction and feedback

- Offer support and encouragement when providing feedback.
- Provide clear expectations, deadlines and responsibilities.
- Refrain from comparing them to other team members to prevent creating the feeling of a competitive environment.

Delegate

- Don't delegate work that is repetitive, competitive or risky.
- Do delegate work that is structured and fast-paced and involves working with others.

Coach

Coaching is not the same as managing, but we know that managers often play a coaching role. Keep in mind that coaching conversations are about asking questions and letting the coachee come up with ideas, actions and next steps.

- Help them navigate how to move forward or take action when there are conflicting opinions.
- Encourage them to lead or assert themselves within the group, using suggested examples.
- Make sure they feel supported when taking risks, and ask them what lessons they can learn when failure occurs.