



# 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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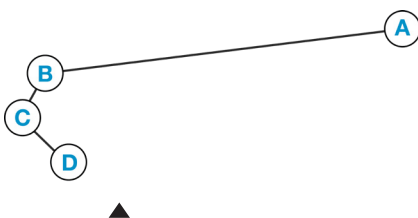
Driving

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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.



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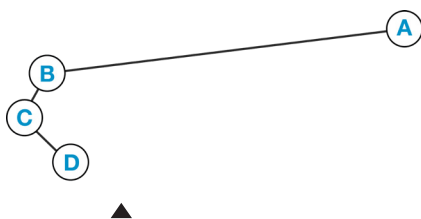
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## Average Behavioral Pattern



## Motivate and recognize

- Provide them with opportunities to compete and prove themselves; it helps drive them.
- Assign them a variety of projects; they will lose steam if they have to do repetitive work.
- Be careful not to micromanage them; they are uncomfortable working under close supervision.

## Provide direction and feedback

- Stick to facts and keep it direct when giving feedback.
- Give them high-level direction or expectations, but let them determine the process for achieving results.
- Position work as a challenge or problem that needs to be solved; they should enjoy the quest to find the best solution.

## Delegate

- Don't delegate repetitive work or details.
- Do delegate challenging or innovative projects.

## 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 become more aware of the viewpoints and ideas of others, as they have a strong sense of value about their own opinions and ideas.
- Ask them how their risk-taking approach may affect others on the team, who may not gravitate to challenges or like risk as much as they do, and what they can do to ease those concerns.
- When asking questions or having them devise a plan of action, give them time to think and process their ideas.