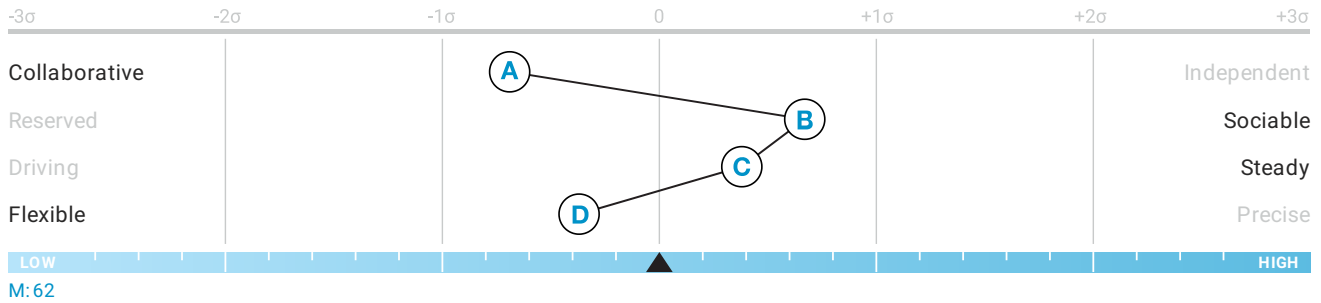




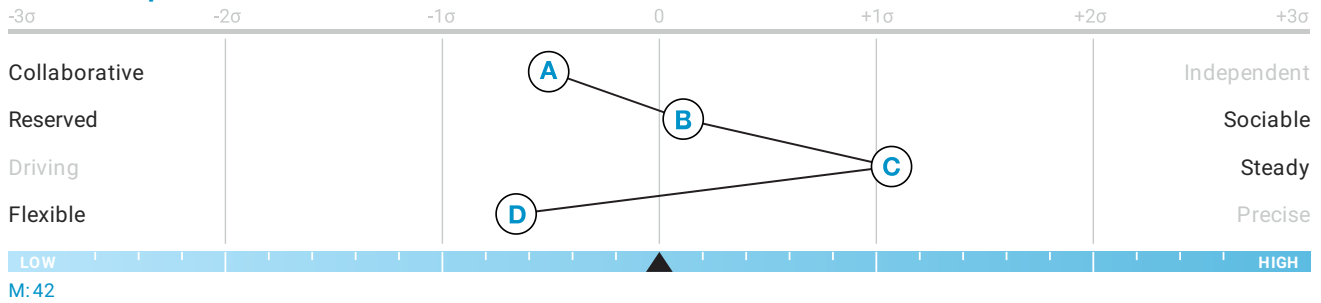
Collaborator

A Collaborator is a friendly, understanding, willing and patient team player.

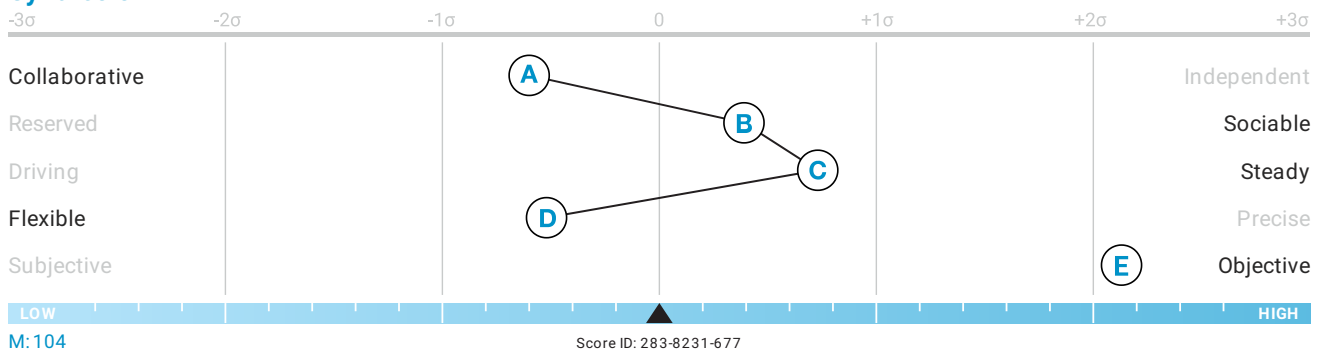
Self



Self-Concept



Synthesis



Strongest Behaviors

Negaar will most strongly express the following behaviors:

- Socially-focused, naturally empathizes with people, easily seeing their point of view or understanding their emotions. Positive, non-threatening communication.
- Teaches and shares; often working collaboratively with others to help in any capacity.
- Accommodating; most comfortable working with others, often puts team/company goals before personal goals. Promotes teamwork by actively sharing authority.
- Unhurried and deliberate, stable and will do things using the established process; finds it difficult to change these systems. Dependable, consistent and needs familiar environments and coworkers to be most productive.
- Cooperative, easy-going, and agreeable in getting along with others. A focused, uncritical listener who won't "rock the boat."
- Methodical, steady, and even-paced; loses productivity when interrupted.
- Socially informal, extroverted, and outgoing; gets familiar quickly. Communicates in an uninhibited, lively, and adaptable manner, drawing others into the conversation.
- Interested in people, building relationships, and teamwork rather than technical matters. Affable, optimistic, and easily trusting.
- Focused on goals and the people needed to get there, not details or plans; frequently delegates details.

Summary

Friendly, congenial and outgoing, Negaar can get along well with just about anybody. They meet people easily, and enjoy doing so, and they're just as comfortable in group activities as they are one-on-one.

Able to reach and stimulate others while being aware of and responsive to their needs and interests. An unselfish person who derives satisfaction from doing things for other people; they're most comfortable when feeling accepted by others and respected for their helpful nature.

Patient and understanding, they're a particularly good listener; people find them easy to talk to, and feel little pressure from this rather easy going individual. An unselfish and uncritical interest in others is helpful in developing and maintaining personal relationships, as is the ability to recognize and accommodate widely differing points of view. Negaar "wears well" in repeated contacts, and will generally put the interests of others, including company management, customers, or team members, first.

This unassuming person is an open communicator of ideas, programs, or decisions, and readily accepts the ideas or decisions of others. When facing risk in their decisions, they'll work closely with others, such as the team, trusted advisors, management, or subject matter experts to ensure inclusion and representation of others' interests. The same holds true when they need to deviate from agreed-upon processes.

Informal in style, Negaar is fairly casual about strict adherence to company policy, or the precise accuracy of the details of their work, preferring to delegate details to others. Working steadily, at an unhurried pace, they have the kind of patience required to do consistent, and/or repetitive work over long periods of time. Work which, in this case, should involve considerable contact with people.

This is a very stable person who functions best working in a familiar environment among familiar people and would be less effective if required to work in frequently changing, highly technical, or very detail-oriented positions. This modest person has high levels of team orientation and collaboration; understanding of others, and ability to get along well with them, are strong qualities.

Management Strategies

To maximize effectiveness, productivity, and job satisfaction, consider providing Negaar with the following:

- Opportunities for frequent contact and communication with others, particularly in a helpful role
- Individual and group recognition, especially for teams and relationships built
- Excellent coaches, mentors, or trusted advisors
- A stable work environment and team
- Flexibility in how they approach work
- Thorough training in each job assignment, with ample time for practice.