

You are viewing the Personality Profile for:
Someone in Anytown, USA

Premium Personality Profile

Reports Category

Agreeableness

Openness

Emotional Stability

Conscientiousness

Efficient

Leader ▶

Planner

Extraversion



Conscientiousness

Focused or Flexible

Conscientiousness - Introduction:

In earlier paragraphs you we described on a scale that included being Focused and being Flexible as you approach the tasks in your day. You will find below descriptions of three specific character traits that are sub-sets of Focused and Flexible. The three describe you as Efficient, as a Leader, and as a Planner.

Leader - Introduction:

If you were to be in the perfect job where would you fit in the power hierarchy? Are you best suited to be at the front of the company-making tough decisions, pushing things forward and living with the consequences, or would you be better suited to be a worker, someone who has a clear job description, puts in their time and moves on to the next task? We all don't have the Donald Trump instinct, far from it. And thank God for that, no?

Leader: Your Personalized Description

You can take it or leave it. If they need someone to be in charge and you know something about the lay of the land, you'll raise your hand and point the way and others will line up behind you. Or you feel fine if someone else gets their hand up first; they probably know this issue better than you do, have some experience in making important decisions, and deserve to have you and others go in what they decide is the best direction to take. You can lead or follow, whichever place in the group you're best suited for at the moment.

Maybe this flexibility about leadership suits you because you know yourself so well. You've been at it long enough to know what you're good at and when you're just upper-mediocre; you've got some clear strengths, but you also lack either the brains or the

charisma or the vision to take charge in certain situations, and you are fine with that. If this is so, no wonder you're comfortable either leading or following. But maybe it's something else; maybe you're stronger than you let on, and you just don't want the responsibilities of leadership. You're smart enough, people trust you, you know how to make decisions, but you just don't want the job. Maybe you got burned in a leadership role and don't want to risk it again, or maybe you'd rather go about the business that really interests you, even if it means leaving the group looking for the leader you refuse to be. When the opportunity to lead presents itself and you choose instead to follow, are you aware of what's going on inside you that governs this decision? It's probably worth exploring, so at least you know why you do what you do when you say Yes or No to leadership.

Another thing. Other people may like the fact that you are willing to follow even though you and they know you're also capable of leading. They may want the leadership role at times, and will appreciate your deference. Or they may agree that someone else in the group is the more natural leader than either they or you are, and by deferring you actually help the group get the best leader available. But they may also get confused by you: one time you lead, and do it well; another time, when they may look to you for leadership, you stare at your shoes instead of raising your hand and they can't figure out what to make of you. "Sometimes Yes, sometimes No. Which is it? Can we or can we not count on you as one of the leaders in this group?"

It might help, especially with those you live very close with or work with day by day, to talk candidly about you and them and leadership. If they understand how you approach roles it might keep them and you from confusion about your place in the crowd. And you could learn something about yourself as a leader from the feedback they give you; they may think of you as better as a leader than you think of yourself, or - and wouldn't this be awkward - they may advise you to keep your hand down because there are others who do the job more effectively. But isn't it best to get as many perspectives as possible?