

## **JOHN'S BASIC CHARACTER**

### **SUMMARY**

John is a very hard driving and forceful individual, a self-starter who is competitive. Fearless in the face of challenge and always prepared to stand or fall by decisions he has made, such people often gravitate to positions of authority and command.

He is a director of people who prefers to take command and give orders rather than lead in an integrative manner. However, he possesses some empathy and if necessary, can persuade others.

A fairly quick and mobile person, he is not keen on routine, preferring some pace and variety in his work and has a distinct aversion for detail and paper work. He is most unlikely to conform to conventions and will often overstep prerogatives. Being highly independent, he is quite capable of acting aggressively and may be, at times, sarcastic.

### **MOTIVATIONAL FACTORS**

It can be said of people such as John that when the challenges run out, so will he because for John achievement is of paramount importance. The achievement of profitable (however he views profitability) results and winning is what drives him.

### **JOHN'S POTENTIAL STRENGTHS**

Generally, he is superb in a crisis and makes an excellent fire fighter, since his natural response is to take command and DO something. He is probably good at running and controlling things and organisations with the big picture very much in mind.

### **JOHN'S POTENTIAL WEAKNESSES**

Individuals such as John can often be harsh and blunt in their dealings with others. John displays a definite tendency toward arrogance and may suffer from tunnel vision for the target. Consequently, he is capable of demotivating and damaging the sensibilities of those who get between him and his goal.

His competitive nature may often cause him to enter into a contest to win, just for the sake of winning, sometimes regardless of cost. This can cause him to be a poor manager of people and to waste talent in others.

### **HIS LEARNING STYLE**

John will learn whatever is necessary to achieve a chosen goal. Generally, he will take a very broad view of a subject, but if sufficiently motivated to achieve in a specific area or discipline, can become an expert of a very high order, including disciplines requiring great attention to detail. It is important to remember though that this is basically a means to an end. When the requirement for detail ceases, so too will his adherence to it.

### **HIS QUESTIONING METHOD**

Blunt, direct and forceful, he will only be interested in asking questions where the answers will enhance his ability to achieve a goal or target and will demand instant answers.

### **HIS CAPABILITY FOR ORGANISATION AND PLANNING**

John is likely to be an excellent organisational planner in broad terms. His planning and strategy will resemble that of a general in that he will use whatever resources are available to achieve an objective, including people, without qualm or conscience. If he is to be successful, he must have good administrative back up.

### **HIS MANAGEMENT TECHNIQUE**

Directive and to the point, he can be a hard taskmaster but is usually even-handed and just. He is not a natural leader, but tends to drive himself and those around him to achieve objectives and is capable of overturning any and every precedent to do so.

### **HIS DECISION MAKING STYLE**

John will make decisions easily and quite quickly, based upon the needs of the objective, independently of authority.

### **ACCEPTANCE OF MANAGERIAL RESPONSIBILITY**

People such as John do not accept responsibility; they take it as a right and have the force of character to succeed. In a hierarchy, he is likely to be the man who is always seeking to rise to the next level.

### **HIS RESPONSE TO A TECHNICAL ENVIRONMENT**

As a rule, he is very poor at detail and so will therefore tend to avoid highly technical environments. It is important to keep in mind that expertise in one (or several) disciplines is relatively common in such people; it is the need to win and achieve that drives them.

### **HIS RESPONSE TO A SALES ENVIRONMENT**

John's response here is likely to be positive and aggressive. Given he is motivated to sell and is appropriately trained; he has the capability to become a highly successful salesman particularly where an entrepreneurial flair is needed.

### **HOW JOHN RELATES TO PEOPLE**

When it is necessary, John can relate quite well but may rapidly lose patience with those unable to respond quickly. It can be said of people such as John that they will frequently give orders but are unlikely to remember to say please. He is not concerned with being popular but does demand that you respect him for his abilities. As a result, he often tends to be successful but this can be at the price of being a loner.

### **HIS RESPONSE TO AUTHORITY**

John only recognises authority that is stronger than he is and will be openly dismissive of (or even derisive toward) authority he considers is not. Extremely independent, he will flout rules and conventions, especially to achieve some goal. He may at times consider that 'the end justifies the means' to achieve a particularly important goal.

### **FACTORS THAT THREATEN HIS SELF ESTEEM**

John's self-esteem is based upon winning. Therefore, losing will affect his self-esteem dramatically and losing "face" is the most serious. He will not persist if failure seems certain to him but will withdraw to find another challenge.

### **JOHN'S TIME SCALE**

John's sense of time and urgency is such that for him "now" really does mean now, immediately. This is due to his innate need to achieve measurable results as rapidly as it is possible to do so, consequently he will often be seen as impatient.

### **FACTORS THAT MAY DEMOTIVATE JOHN**

John will be demotivated by being forced to work in an environment that denies his ability to apply personal initiative to problems; which requires him to be involved in much routine; or is highly detail oriented. Any situation he considers to be devoid of challenge or where he is forced to submit to authority that he considers inferior, will also be very demotivating for him.