

Individual Summary

Name

Person X

Organisation

XYZ Ltd



Major Role

Thruster-Organiser



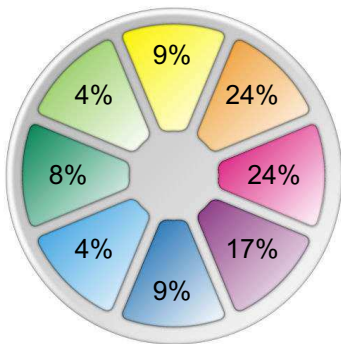
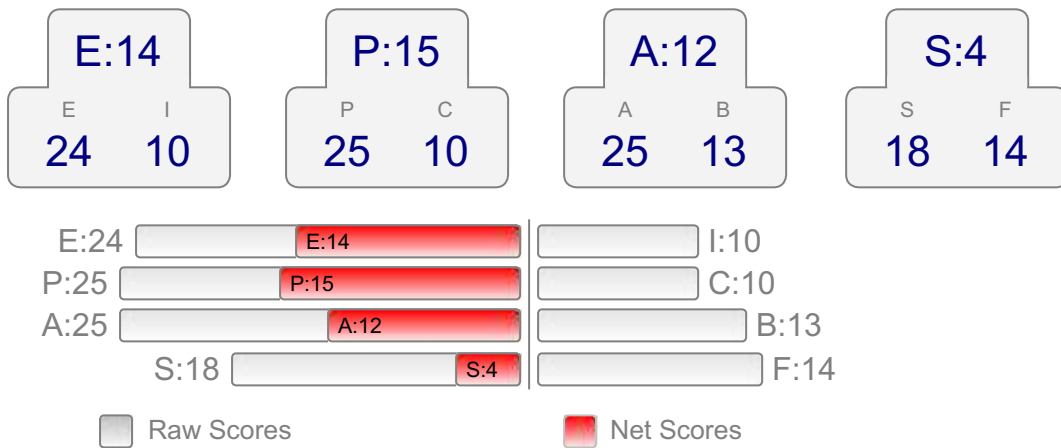
1st Related Role

Assessor-Developer

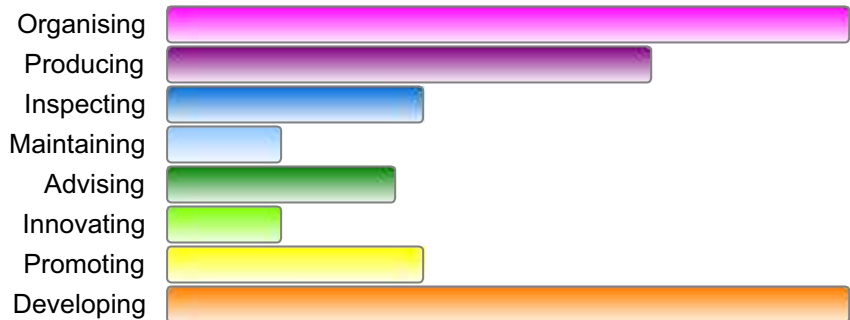


2nd Related Role

Concluder-Producer



Work Preference Distribution



Software Details

Report Type

Managerial

Printed Date

21/10/2013 12:10:18 p.m.

Folder

General

Language

English (International)

Processed Date

10/01/2002

Version

8.46



KEY POINTS OF NOTE FOR THRUSTER-ORGANISERS

- You are likely to be more outgoing and enjoy meeting others.
- You like to work to systems and procedures.
- You are concerned to see outputs finished on time and to a standard.
- You prefer to use an impersonal, analytical approach to decision-making after you have heard people's opinions.
- You can be impatient and impulsive on occasions.
- You are usually practical, factual and realistic.
- You rely heavily on technical skills and past experiences.
- You place emphasis on accepting responsibility and being punctual.
- You work to objectives and look for logical approaches.
- You like jobs that have variety and a fast action atmosphere.
- You often get your best thoughts when talking rather than sitting in your office thinking or writing.
- You may need to work with a Concluder-Producer to ensure continuity of the tasks.
- You like to take a direct route.





LINKING

At the centre of the Team Management Wheel is the Linker role, defined not by preferences, but by the skills that all team members need to develop. Linking Skills comprise people linking, task linking and leadership linking.

Of importance to all team members are the People Linking Skills, particularly the skill of Communication. A useful technique to try here is Pacing - varying your communication style so that it matches other people's role preferences. The successful implementation of Pacing skills helps avoid conflict and leads to more productive interactions.

Below are some key points that team members should consider when interacting with a Thruster-Organiser major role preference like yours. Read each point and consider whether you would like the other person to act like this when they are communicating with you. Highlight those pacing points that you definitely agree with and share them with your team members. This may help them understand 'what makes you tick' and how they can better meet your needs.

In order to link more effectively with you, the person you are interacting with could:

- Engage with you in a professional manner.
- Suggest practical rather than theoretical solutions.
- Try to converge in their discussions rather than diverge into areas you may consider irrelevant.
- Talk things through with you before forcing a decision.
- Not impose their own beliefs and opinions unless they are backed up by facts.



Person X



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NORM DATA

In the table(s) below you can see how your scores compare with others in specific groups of people from our database.

For example, in the first table 15.7% of people prefer a more extroverted approach to work than you; 84.3% have a more introverted preference.

