

CHARACTERISTICS OF THE THINKER PERSONALITY STYLE

GIFTS: What you are good at

- Analyzing
- Problem solving
- Determination
- Intelligent
- Conceptualizing
- Inventing
- Fixing things
- Developing systems
- Technical know how

NEEDS: What you need to be content

- Challenge
- To understand
- Autonomy
- To be curious & questioning
- Intellectual stimulation
- Accuracy
- To diagnose & invent
- Truth & facts
- To gain knowledge & wisdom

JOYS: What makes you happy

- High achievement
- Recognition for ideas
- Investigating
- Making discoveries
- Improving the status quo
- Meeting challenges
- Research & reading
- Time to think & analyze
- Creative freedom

STRESSORS: What frustrates or stresses you

- Rules & restrictions
- Loud noises or distractions
- Incompetence
- Lack of freedom
- Emotional displays
- Having to make quick decisions
- Small talk
- Redundancy & repetition
- Equipment failure

VALUES: What is important to you

- Intellectual achievement
- Logic
- Knowledge & information
- Precise grammar
- Analysis
- Innovation & ingenuity
- Ideas
- Truth & facts

CORE VALUE: Competence