

Sample Individual Report

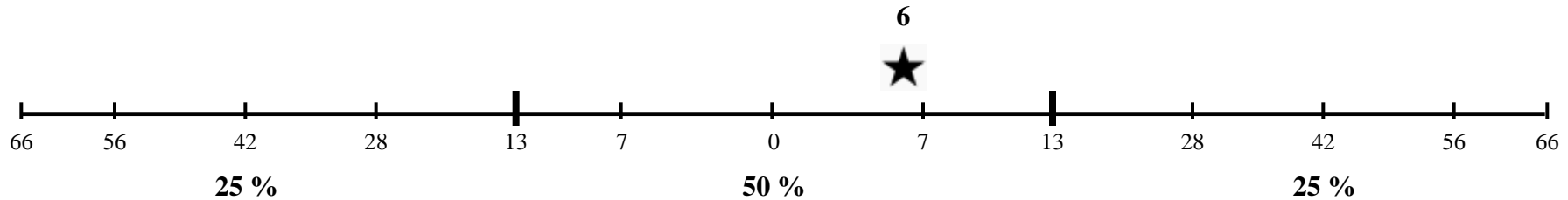


Change Style Preference

Conserver

Pragmatist

Originator



As a **pragmatist with originator tendencies**, you prefer change that addresses specific, real problems and prefer to avoid change that seems to be only for "the sake of change." You are practical, reasonable and flexible in your approach to change. You are open to new ways of doing things but not too quick to commit. You may serve as a mediator and prefer a "middle-of-the-road" approach.

Your strengths: You like ambitious but realistic goals. You show appreciation for people who are "big picture" thinkers and you are willing to work with them to promote a shared team/organizational vision. You value using a team approach to solving problems. You readily share information and convey confidence in a co-worker's ability to do their job. Not only are you willing to explore both sides of an issue, but you also have a limited tolerance for indecisiveness.

Your potential challenges: You may "over focus" on the present and overlook important background details. You may promote coordination within your team, but pay less attention to coordination across organizational functions. You may need to be reminded to seek feedback from customers, both internal and external.