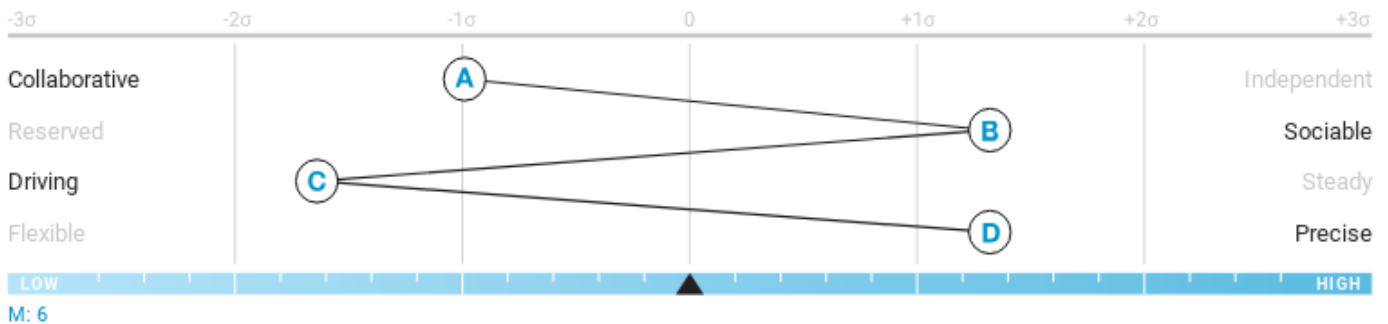




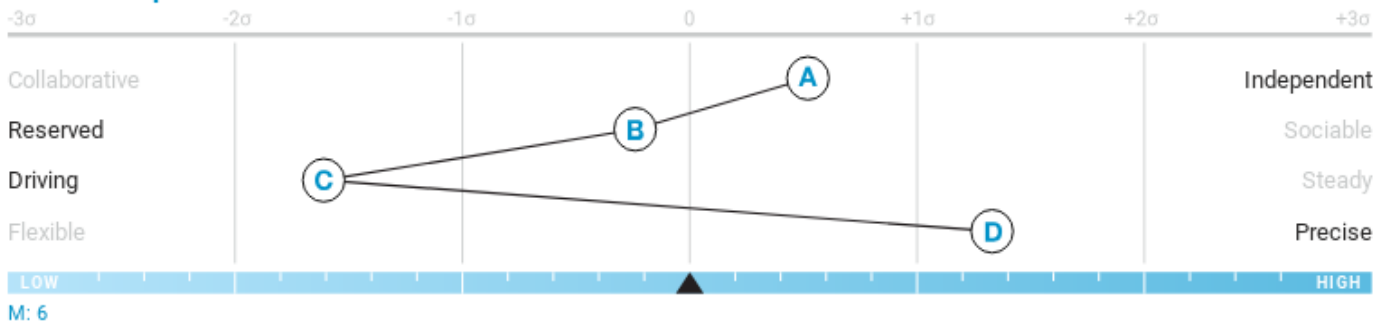
## Altruist

An Altruist is congenial and cooperative with an efficient, precise work ethic.

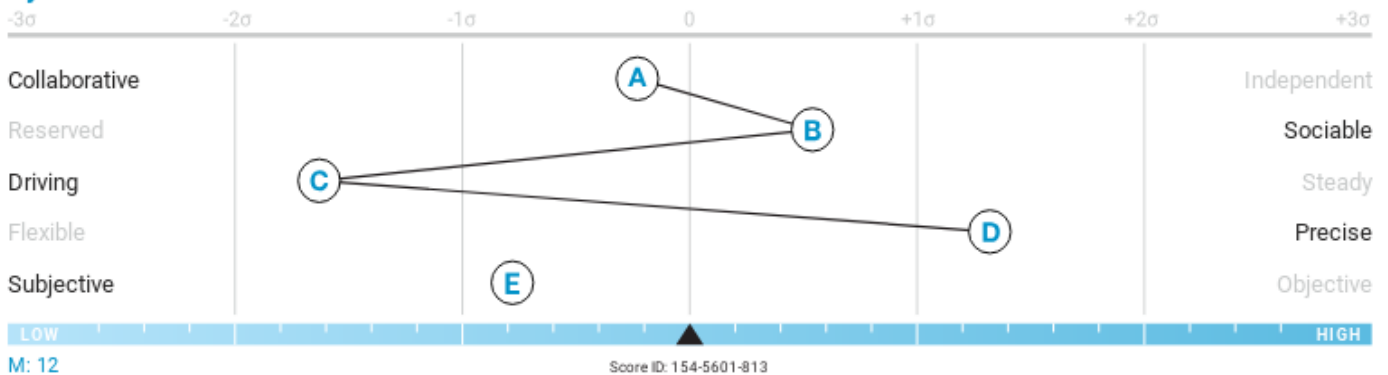
### Self



### Self-Concept



### Synthesis



## Strongest Behaviors

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**Fabien will most strongly express the following behaviors:**

- Careful with rules; precise, "by the book", fast-paced, and literal in interpreting rules, schedules and results.
- Detail-oriented and thorough; works to ensure things don't fall through the cracks, and follows up to ensure they're done properly and on time.
- Driven to achieve operational efficiencies: thinks about what needs to be done and how it can be done as fast as possible while maintaining a high-quality outcome. Impatient with routines.
- Proactively connects quickly to others; open and sharing. Builds and leverages relationships to get work done.
- Comfortably fluent and fast talk, in volume. Enthusiastically persuades and motivates others by considering their point of view and adjusting delivery.
- Collaborative; usually works with and through others. Intuitive understanding of team cohesion, dynamics, and interpersonal relations.

## Summary

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Unassuming, unselfish and has a genuine interest in other people and a strong, intuitive understanding of them. Outgoing and friendly, they enjoy working with others and is lively, warm company.

A pleasant and extraverted person, Fabien is an effective communicator, able to stimulate and motivate others while being aware of and responsive to their needs and concerns. Their congenial personality and friendly, interested attitude make them readily approachable. Fabien gets along easily with a wide variety of people.

Their drive is directed at working with and for others. They derive particular satisfaction from doing things for others, the company, management, the team, and for the company's customers. Cooperative and willing, this individual can be a particularly effective teacher and communicator of the company's policies, programs, and systems.

Works at a faster-than-average pace; is attentive to details and both quick and accurate in handling them. Fabien is, however, too impatient to enjoy working with details as repetitive routine or as a primary responsibility.

Eager to be sure that things are done exactly right, they'll follow-up carefully and closely if the work requires delegation of details to others. When it is necessary to be critical, will try to do that in a constructive, supportive manner. Their sense of urgency and sense of duty combine to make someone who is actively concerned about the timeliness, as well as the correctness, of any work for which they are held responsible.

In general, they are a cautious and careful person, respectful of company authority and traditions, a specialist who avoids risk and uncertainty by taking care to do things properly, working within the company's formal organizational structure.

## Selling Style

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As a salesperson, Fabien will be:

- Convivial and persuasive; will utilize effective and stimulating style to build a solid, trusted relationship with customers
- Composed and thorough when representing products where they are a consummate expert
- Warm and sincere with customers; eager to understand their needs and help them by providing tailored, proven solutions that are within the accepted allowance and without over-committing
- Reluctant to push or pressure a prospect; willing to thoroughly answer questions and provide detailed information before rushing to close
- Comfortable and confident with proven, well-known techniques; reluctant to change unless given good reasons, proper training, and specific guidelines
- Generally liked and trusted by clients in repeated contact; adept at maintaining and growing productive business relationships

## Management Strategies

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To maximize effectiveness, productivity, and job satisfaction, consider providing Fabien with the following:

- Clear, specific description of the job, with duties, responsibilities, and organizational relationships clearly defined
- Opportunities to learn everything that's needed to know about the job
- The support and help of management, subject-matter experts, or trusted advisors when working outside their area of expertise
- Freedom from repetition
- General assurance of security, respect, and appreciation of the work
- Opportunities for interaction with people.