



Type at Work Summary Report

The Type Dynamics Indicator

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introduction

When you answered the questionnaire you were asked to indicate certain preferences to a number of different pairs of words or phrases. By adding your responses together certain themes can be identified. These themes can then be used to suggest the style and approach that you are likely to find most comfortable - something that others may recognise as your 'personality'.

What follows in this report is a description of these preferences. However, this does not mean that they fully define you or limit you. We are all complex and adaptable beings who respond to situations in a variety of ways which are not always defined by our personality. Hence our 'personality' can only suggest ways we might prefer to behave in a given situation. It does not determine what we do.

Your Results

The style which is suggested by your pattern of responses to the questionnaire is described in the following pages. Remember that the name assigned to this style is just a nickname to help you to remember this complex set of preferences.

In this report you will see some ideas and suggestions about the implications of your set of preferences.

When reading them do bear in mind that:

These are only suggestions and only define what you seem most comfortable with - not necessarily what you are good at.

Everyone can adapt his/her style to fit different circumstances - although some people find it easier to adapt than others.

Sometimes your answers do not give a clear-cut pattern and so the ideas and suggestions below may not always fit closely - so feel free to identify those that fit and to question those that don't.

If you find yourself questioning the accuracy of the report, before rejecting the suggestions it can be useful to imagine that they are true for some part of your life. Ask yourself where (specific situations) or when (perhaps when you were younger) they might be true - such an approach is generally more useful



investigator

A pen portrait of **the Investigator**

This style is characterised by being highly independent and individualistic together with a strong desire for conceptual clarity. This often makes Investigators one of the most focussed on change and achievement. Investigators have a quest for perfection combined with a strong change orientation. This can make them restless reorganisers with a determination to get results. They approach problems in a logical and systematic way and are particularly effective when they can follow a personal vision of the future.

They set high standards for themselves and others which can make them quite hard task-masters.

Your preferred work environment

People with your preferences seek work that will make you think. You like to be challenged and have the opportunity to use your imagination and implement new ideas. You also like to work towards a clear goal and this means that you need the scope and autonomy to follow your ideas. However, this does not mean that you are impulsive. On the contrary, you like time to think things through and some busy environments can be too distracting which can lead to frustration or a lack of fulfilment.

Your approach to change

Your preferences suggest that you like to think about the future and how different it will (or could) be. Not only does this make you open to change but you also like to think, propose and stimulate change. You are comfortable exploring all kinds of abstract ideas but not in a dreamy or woolly way. Your approach is likely to bring sharpness and clarity. However, you may sometimes need to beware of following your own ideas without testing them out and they may sometimes be a little too theoretical.

When working with others you are likely to:

- Appear self-contained without a strong need for social contact.
- Work on gaining people's respect rather than being liked.
- Come across as reserved and find it hard to be intimate – at least in the short-term.

When trying to influence others you are likely to:

- Appeal to people using the quality of your ideas and logic.
- Set high standards and lay down challenges rather than encouraging and supporting.
- Present the big picture rather than focussing on the detail and practicalities.

When planning you are likely to:

- Set plans, schedules and structure with a clear set of priorities.
- Ensure that any plan is part of a longer term objective or strategy.
- Work to reduce ambiguity and inefficiency.

When making decisions you are likely to:

- Decide firmly and dispassionately.
- Present decisions in a clear and succinct way.
- Take your time to consider what is fair and best and then proceed without procrastinating.

When achieving results you are likely to:

- Establish the goals and then drive hard to achieve them.
- Deliver best when able to work alone without being distracted.
- Want to be involved in setting goals as well as achieving them.

Investigators are likely to:

- See endless possibilities for change and improvement in the world around them.
- Be highly analytical with a tendency to research, brainstorm and synthesise to solve problems always keeping the longer-term in mind.
- Impose high personal standards of quality and accuracy on themselves with little need for outside control or influence.
- Trust their insights and personal vision in the face of opposition to a much higher degree than most other types.
- Take a long-term/strategic view and organise ideas into action plans.

Investigators may need to:

- Be a little less hard on themselves – and learn to give more praise and less criticism.
- Recognise the need to attend to the more mundane and practical.
- Develop a softer and more personal style.
- Accept that 'good enough' is sometimes sufficient – things do not always need to be perfect.
- Understand that co-operating, relying on others and asking for help are not signs of weakness.

This style is characterised by being highly independent and individualistic together with a strong desire for conceptual clarity.

