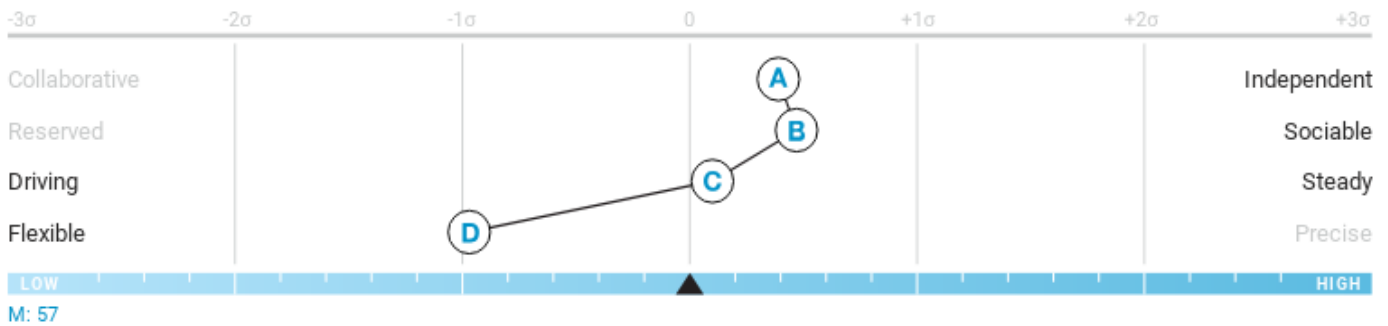




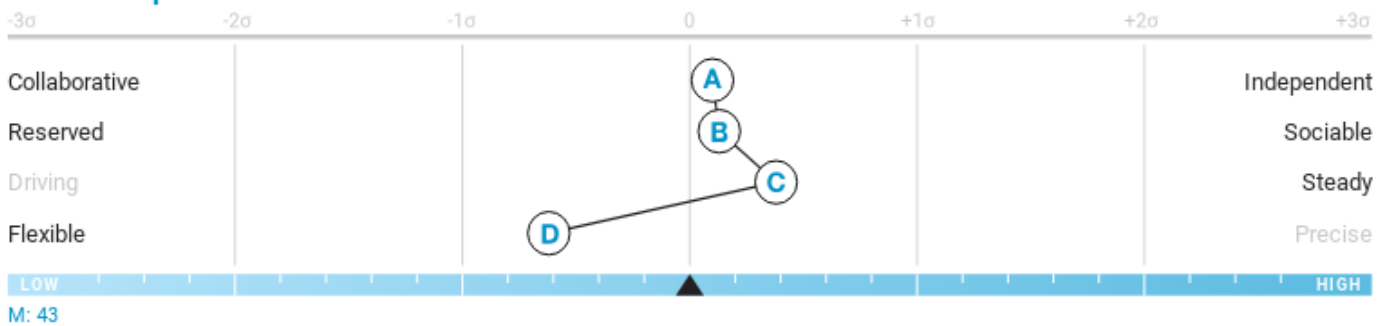
## Maverick

A Maverick is an innovative, “outside the box” thinker, who is undaunted by failure.

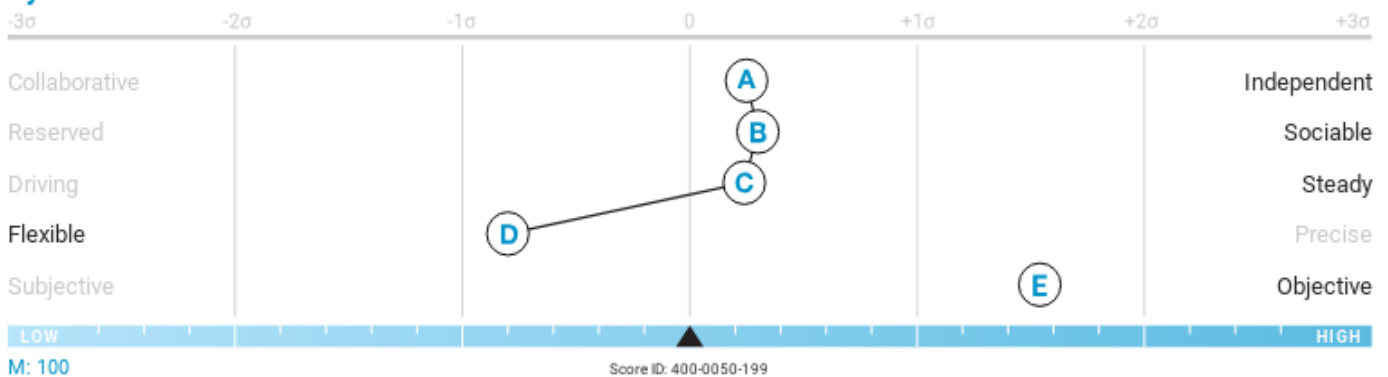
### Self



### Self-Concept



### Synthesis



## Strongest Behaviors

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### Adam will most strongly express the following behaviors:

- Socially informal, extraverted, and outgoing; gets familiar quickly. Communicates in an uninhibited, lively, and adaptable manner, drawing others into the conversation.
- Interested in people, building relationships, and teamwork rather than technical matters. Affable, optimistic, and easily trusting.
- Focused on goals and the people needed to get there, not details or plans; frequently delegates details.
- Risk-taking, daring, and focus on future goals; this individual is more concerned with where they're going than either how they'll get there, or where they've been. Adaptable, operates flexibly.
- Makes decisions and takes action, even with little proof confirming their decision. Confident in their own ideas and unimpressed with tradition.
- Flexible approach to "the book" often bends the rules and does things their own way. An innovative, "outside the box" thinker who is undaunted by failure.

## Summary

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Adam is an outgoing, extraverted, very friendly individual, a talkative, enthusiastic, and persuasive person. A good mixer, poised and spirited in social situations.

Informal and uninhibited in behavior and expression, this individual has an active interest in people, understands them well and is capable of using that understanding to gain the friendship and cooperation of others. It is important to be liked, accepted, and admired, and this individual is adept at winning the cooperation, friendship and acceptance of others. Capable of expressing themselves with persuasion, conviction, and authority even when knowledge of what they're talking about is cursory or uncertain.

In regard to both the details of their work and the specific policies, standards, or rules governing it, Adam's interest and concern are casual. If their position permits, details of the work will be delegated very freely. A generalist, they're more concerned with gaining the interest or attention of others than with communicating exact, factual information.

Cheerful and upbeat; makes friends, or meets the public, in a relaxed, casual manner, always "selling" in a general sense, and themselves in particular. Adam can communicate their own ideas or ideas that are originated by others with enthusiasm. A patient, persistent person who is not easily discouraged by rejection, and has above average tolerance for repetitive activities involving communication and contact with people.

## Management Strategies

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

- Work which almost exclusively involves communication and contact with people
- Recognition in social and status terms for work done well
- A flexible work environment, where they're evaluated on persistence, results, team-building, or "outside the box" solutions, rather than following an exact process to get there
- Opportunities to take action on their own ideas
- If necessary for the work, thorough training, with intense concentration and discipline in teaching the details, routines and systems which are basic to their work. Follow up will be necessary on any specifics or details.