

Discover how you are
EXACTLY
what your team needs
to *thrive* and *win*



It's time to **WORK BETTER**

Colleague Profile

My Profile

WB09

"Dedicated and warm protector, always ready to defend your loved ones from threats"

Genius

Attention to detail and practical problem-solving. Empathy and understanding of others' emotions. Organizational skills and ability to plan ahead. Reflectiveness and deep introspection.

Brand

Empathetic and dedicated individual who combines collaboration and autonomy, valuing both teamwork and attention to detail.

Traits

- Meticulous and Regimented
- Practical and Present
- Empathetic and Considerate
- Introspective and Observant

Responsibility - Empathy - Harmony - Consistency - Relator - Developer - Deliberative

Career

At work, the WB09 is motivated by the desire to help others in a practical, organized way. WB09s are driven by their core of personal values, which often include upholding tradition, taking care of others, and working hard. WB09s enjoy work that requires careful attention to detail and adherence to established procedures and like to be efficient and structured in their completion of tasks. They prefer an explicit authority structure and clear expectations. WB09s usually prefer to work behind the scenes and like to receive recognition in a low-key way without being required to present their work publicly. They want to feel that they have fulfilled their duties, but do not want to be thrust into the spotlight.



Theme Introduction

STRATEGIC THINKING

When your team needs to become more creative and innovative, look to people with the following Strategic Thinking themes. They can stretch the team's thinking for the future and inspire new ideas that can lead to high performance.



Learner
Ideation
Strategic
Analytical
Input/ Collector

Woo
Relator

Empathy
Positivity
Harmony
Developer
Adaptability
Connectedness
Individualization



RELATIONSHIP BUILDING

When your team needs to become stronger and more cohesive, look to people with the following Relationship Building themes. They can unite the group and galvanize them to achieve shared success. They are the bond that holds great teams together.

When your team needs to sell its ideas and persuade others, look to people with the following Influencing themes. They can help your team reach a much broader audience and convince others to aid in accomplishing your goals.

INFLUENCING



Communication
Self-Assurance
Competition
Command
Activator

Responsibility
Deliberative
Consistency
Restorative
Discipline
Arranger
Achiever
Focus



When your team needs to get things done, look to people with the following Executing themes. They can take an idea and make it a reality. And they'll work tirelessly to accomplish the goal.

EXECUTING

COLLEAGUE COMMUNICATION



COLLEAGUE COACHING



My Profile

Responsibility

Colleague Themes

WB09

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Your Responsibility theme forces you to take psychological ownership for anything you commit to, and whether large or small, you feel emotionally bound to follow it through to completion. Your good name depends on it. If for some reason you cannot deliver, you automatically start to look for ways to make it up to the other person. Apologies are not enough. Excuses and rationalizations are totally unacceptable. You will not quite be able to live with yourself until you have made restitution. This conscientiousness, this near obsession for doing things right, and your impeccable ethics combine to create your reputation: utterly dependable. When assigning new responsibilities, people will look to you first because they know it will get done. When people come to you for help - and they soon will - you must be selective. Your willingness to volunteer may sometimes lead you to take on more than you should.



My Profile

Empathy

Colleague Themes

WB09

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You can sense the emotions of those around you. You can feel what they are feeling as though their feelings are your own. Intuitively, you are able to see the world through their eyes and share their perspective. You do not necessarily agree with each person's perspective. You do not necessarily feel pity for each person's predicament - this would be sympathy, not empathy. You do not necessarily condone the choices each person makes, but you do understand. This instinctive ability to understand is powerful. You hear the unvoiced questions. You anticipate the need. Where others grapple for words, you seem to find the right words and the right tone. You help people find the right phrases to express their feelings - to themselves as well as to others. You help them give voice to their emotional life. For all these reasons, other people are drawn to you.



My Profile

Harmony

Colleague Themes

WB09

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You look for areas of agreement. In your view, there is little to be gained from conflict and friction, so you seek to hold these to a minimum. When you know that the people around you hold differing views, you try to find the common ground. You try to steer them away from confrontation and toward harmony. In fact, harmony is one of your guiding values. You can't quite believe how much time is wasted by people trying to impose their views on others. Wouldn't we all be more productive if we kept our opinions in check and instead looked for consensus and support? You believe we would, and you live by that belief. When others are sounding off about their goals, their claims, and their fervently held opinions, you hold your peace. When others strike out in a direction, you will, in the service of harmony, willingly modify your own objectives to merge with theirs (as long as their basic values do not clash with yours). When others start to argue about their pet theory or concept, you steer clear of the debate, preferring to talk about practical, down-to-earth matters on which you can all agree. In your view, we are all in the same boat, and we need this boat to get where we are going. It is a good boat. There is no need to rock it just to show that you can.



My Profile

Consistency

Colleague Themes

WB09

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Balance is important to you. You are keenly aware of the need to treat people the same, no matter what their station in life, so you do not want to see the scales tipped too far in any one person's favor. In your view, this leads to selfishness and individualism. It leads to a world where some people gain an unfair advantage because of their connections or their background or their greasing of the wheels. This is truly offensive to you. You see yourself as a guardian against it. In direct contrast to this world of special favors, you believe that people function best in a consistent environment where the rules are clear and are applied to everyone equally. This is an environment where people know what is expected. It is predictable and evenhanded. It is fair. Here each person has an even chance to show his or her worth.



My Profile

Relator

Colleague Themes

WB09

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Relator describes your attitude toward your relationships. In simple terms, the Relator theme pulls you toward people you already know. You do not necessarily shy away from meeting new people - in fact, you may have other themes that cause you to enjoy the thrill of turning strangers into friends - but you do derive a great deal of pleasure and strength from being around your close friends. You are comfortable with intimacy. Once the initial connection has been made, you deliberately encourage a deepening of the relationship. You want to understand their feelings, their goals, their fears, and their dreams; and you want them to understand yours. You know that this kind of closeness implies a certain amount of risk - you might be taken advantage of - but you are willing to accept that risk. For you, a relationship has value only if it is genuine. And the only way to know that is to entrust yourself to the other person. The more you share with each other, the more you risk together. The more you risk together, the more each of you proves your caring is genuine. These are your steps toward real friendship, and you take them willingly.



My Profile

Developer

Colleague Themes

WB09

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You see the potential in others. Very often, in fact, potential is all you see. In your view, no individual is fully formed. On the contrary, each individual is a work in progress, alive with possibilities. And you are drawn toward people for this very reason. When you interact with others, your goal is to help them experience success. You look for ways to challenge them. You devise interesting experiences that can stretch them and help them grow. And all the while you are on the lookout for the signs of growth - a new behavior learned or modified, a slight improvement in a skill, a glimpse of excellence or of "flow" where previously there were only halting steps. For you these small increments - invisible to some - are clear signs of potential being realized. These signs of growth in others are your fuel. They bring you strength and satisfaction. Over time many will seek you out for help and encouragement because, on some level, they know that your helpfulness is both genuine and fulfilling to you.



My Profile

Deliberative

Colleague Themes

WB09

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You are careful. You are vigilant. You are a private person. You know that the world is an unpredictable place. Everything may seem in order, but beneath the surface, you sense many risks. Rather than denying these risks, you draw each one out into the open. Then each risk can be identified, assessed, and ultimately reduced. Thus, you are a fairly serious person who approaches life with a certain reserve. For example, you like to plan ahead so as to anticipate what might go wrong. You select your friends cautiously and keep your own counsel when the conversation turns to personal matters. You are careful not to give too much praise and recognition, lest it be misconstrued. If some people don't like you because you are not as effusive as others, then so be it. For you, life is not a popularity contest. Life is something of a minefield. Others can run through it recklessly if they so choose, but you take a different approach. You identify the dangers, weigh their relative impact, and then place your feet deliberately. You walk with care.

