

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



It's time to **WORK BETTER**

Colleague Profile

My Profile

WB05

*"Quiet and mysterious,
yet very inspiring and
a tireless idealist"*

Genius

Creative thinking and seeing possibilities. Empathy and understanding of others' emotions. Organizational skills and ability to plan ahead. Reflectiveness and deep introspection.

Brand

Empathetic and strategic professional who balances collaboration and autonomy, seeking meaningful outcomes while considering the perspectives of others.

Traits

- ☐ Meticulous and Regimented
- ☐ Imaginative and Enterprising
- ☐ Empathetic and Considerate
- ☐ Introspective and Observant

Empathy - Deliberative - Strategic - Individualization - Connectedness - Responsibility - Ideation

Career

At work, the WB05 is focused on the task of bettering the human condition. WB05s are dedicated, helpful, and principled workers who can be relied on to envision, plan, and carry out complex projects for humanitarian causes. Although they are typically driven by lofty ideals, WB05s gain the most satisfaction from their work when they can turn their ideas into reality, creating constructive change for other people. WB05s are typically organized and prefer work that allows them to complete projects in an orderly manner. They are often independent and tend to prefer a quiet environment that allows them the opportunity to fully develop their own thoughts and ideas. An WB05 may be a little lax with the details and sometimes require the assistance of a more meticulous co-worker to make sure they don't forget anything. But they compensate for this tendency with their intense dedication to the task at hand and commitment to doing their best work.



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.



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.

INFLUENCING

EXECUTING

COLLEAGUE COMMUNICATION



COLLEAGUE COACHING



My Profile

Empathy

Colleague Themes

WB05

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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

Deliberative

Colleague Themes

WB05

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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.



My Profile

Strategic

Colleague Themes

WB05

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The Strategic theme enables you to sort through the clutter and find the best route. It is not a skill that can be taught. It is a distinct way of thinking, a special perspective on the world at large. This perspective allows you to see patterns where others simply see complexity. Mindful of these patterns, you play out alternative scenarios, always asking, "What if this happened? Okay, well, what if this happened?" This recurring question helps you see around the next corner. There you can evaluate accurately the potential obstacles. Guided by where you see each path leading, you start to make selections. You discard the paths that lead nowhere. You discard the paths that lead straight into resistance. You discard the paths that lead into a fog of confusion. You cull and make selections until you arrive at the chosen path - your strategy. Armed with your strategy, you strike forward. This is your Strategic theme at work: "What if?" Select. Strike.



My Profile

Individualization

Colleague Themes

WB05

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Your Individualization theme leads you to be intrigued by the unique qualities of each person. You are impatient with generalizations or "types" because you don't want to obscure what is special and distinct about each person. Instead, you focus on the differences between individuals. You instinctively observe each person's style, each person's motivation, how each thinks, and how each builds relationships. You hear the one-of-a-kind stories in each person's life. This theme explains why you pick your friends just the right birthday gift, why you know that one person prefers praise in public and another detests it, and why you tailor your teaching style to accommodate one person's need to be shown and another's desire to "figure it out as I go." Because you are such a keen observer of other people's strengths, you can draw out the best in each person. This Individualization theme also helps you build productive teams. While some search for the perfect team "structure" or "process," you know instinctively that the secret to great teams is casting by individual strengths so that everyone can do a lot of what they do well.



My Profile

Connectedness

Colleague Themes

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Things happen for a reason. You are sure of it. You are sure of it because in your soul, you know that we are all connected. Yes, we are individuals, responsible for our own judgments and in possession of our own free will, but nonetheless, we are part of something larger. Some may call it the collective unconscious. Others may label it spirit or life force. But whatever your word of choice, you gain confidence from knowing that we are not isolated from one another or from the earth and the life on it. This feeling of Connectedness implies certain responsibilities. If we are all part of a larger picture, then we must not harm others because we will be harming ourselves. We must not exploit because we will be exploiting ourselves. Your awareness of these responsibilities creates your value system. You are considerate, caring, and accepting. Certain of the unity of humankind, you are a bridge builder for people of different cultures. Sensitive to the invisible hand, you can give others comfort that there is a purpose beyond our humdrum lives. The exact articles of your faith will depend on your upbringing and your culture, but your faith is strong. It sustains you and your close friends in the face of life's mysteries.



My Profile

Responsibility

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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

Ideation

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You are fascinated by ideas. What is an idea? An idea is a concept, the best explanation of most events. You are delighted when you discover, beneath the complex surface, an elegantly simple concept to explain why things are the way they are. An idea is a connection. Yours is the kind of mind that is always looking for connections, and so you are intrigued when seemingly disparate phenomena can be linked by an obscure connection. An idea is a new perspective on familiar challenges. You revel in taking the world we all know and turning it around so we can view it from a strange but strangely enlightening angle. You love all these ideas because they are profound, because they are novel, because they are clarifying, because they are contrary, and because they are bizarre. For all these reasons, you derive a jolt of energy whenever a new idea occurs to you. Others may label you creative or original or conceptual or even smart. Perhaps you are all of these. Who can be sure? What you are sure of is that ideas are thrilling. And on most days, this is enough.

