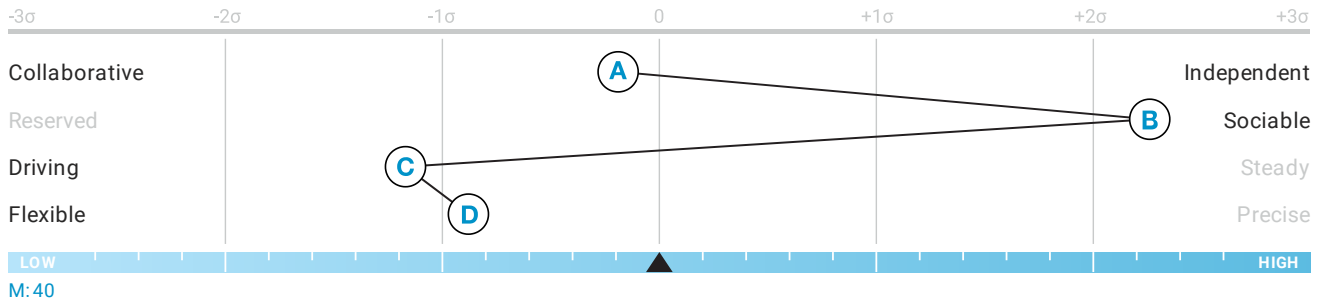




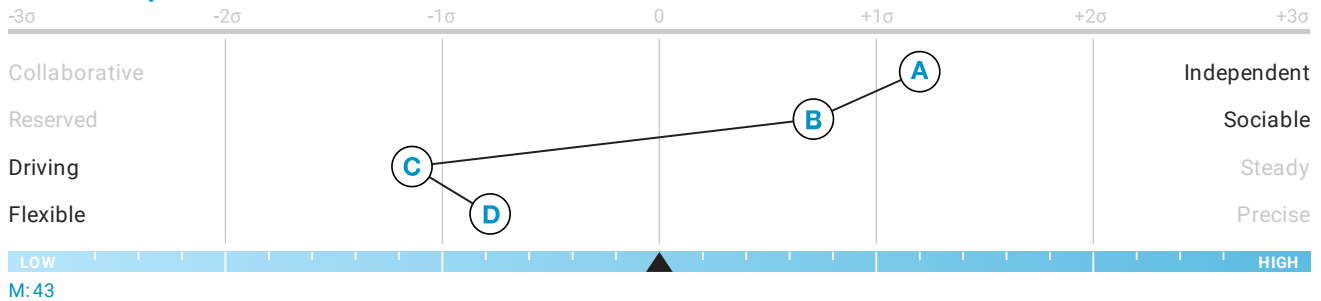
Promoter

A Promoter is a casual, uninhibited, and persuasive extravert with a tendency for informality.

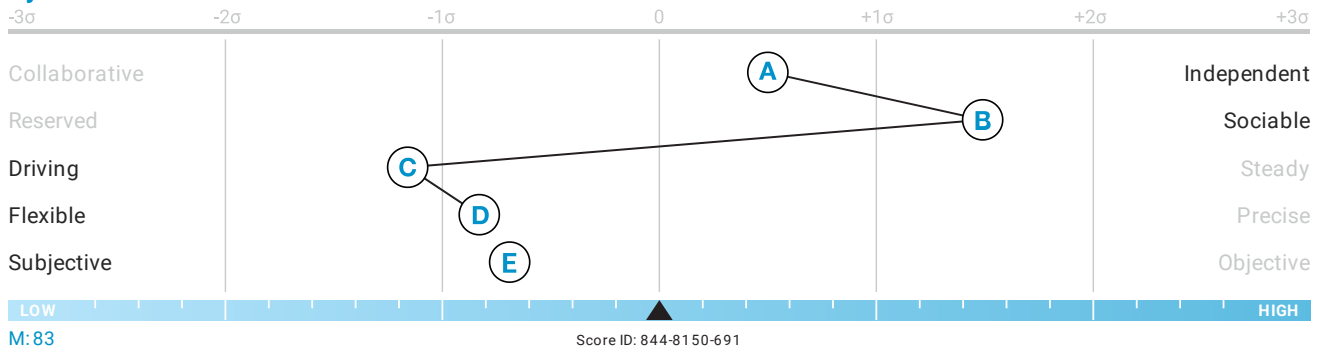
Self



Self-Concept



Synthesis



Strongest Behaviors

Elliott will most strongly express the following behaviors:

- 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.
- Socially informal, extroverted, 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.
- Socially-focused, naturally empathizes with people, easily seeing their point of view or understanding their emotions. Positive, non-threatening communication.
- Teaches and shares; often working collaboratively with others to help in any capacity.
- Accommodating; most comfortable working with others, often puts team/company goals before personal goals. Promotes teamwork by actively sharing authority.

Summary

Elliott is unassuming, unselfish, and has a sincere and genuine interest in other people and a strong, intuitive understanding of them. Outgoing and friendly, this individual enjoys working with people and is lively, pleasant company.

A warm and friendly communicator, they're able to stimulate and motivate others while being aware of and responsive to their needs and concerns. With an outgoing personality and sincere, interested attitude they're easily accessible, and get along well with a wide variety of people.

Their drive is altruistic, directed at working with and for others; for the team, for customers and for the company. A cooperative, willing worker, Elliott can be particularly effective as a teacher or trainer, communicating the company's policies, programs, and systems with enthusiasm and spirit.

Working at a faster-than-average pace, this individual learns quickly. More concerned with effective communication than with detail in depth, they're about average in the level of accuracy in handling details and too impatient to work with details as repetitive routine. They communicate flexibly, adjusting style for different people, and is generally most effective when discussing intangibles such as ideas, feelings, or visions.

If the job permits, they'll delegate details and responsibility, and will follow up in a friendly, supportive manner to assure that work gets done on time. Elliott has an active interest in the development of people for the company's benefit and will encourage such development in direct reports.

In general, they are a cooperative team member who respects company authority and policies, which they will accept and communicate enthusiastically.

Management Strategies

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

- Opportunities to work in frequent contact with other people

- Supportive, encouraging, and collaborative managers, peers, and/or trusted advisors
- Clear, specific description of the job and responsibilities, and of company policies and goals
- Assurance of security and recognition in social and status terms.

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