

Frederick Ambo Eggert Eggertsen

Assessment Date
Report Date

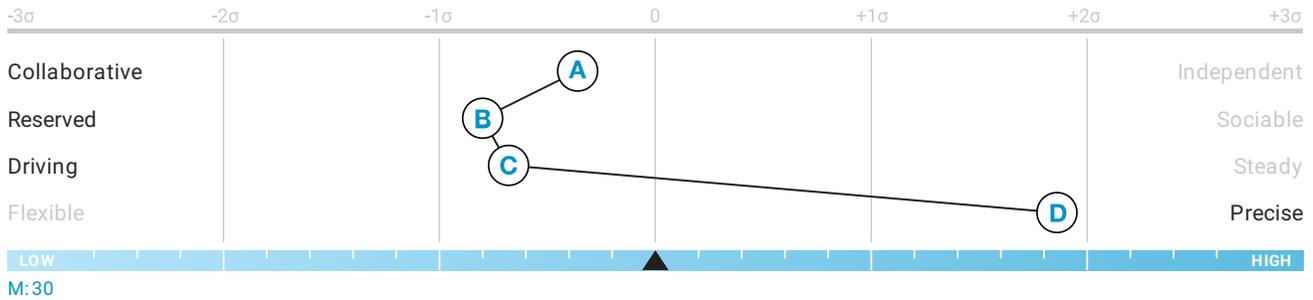
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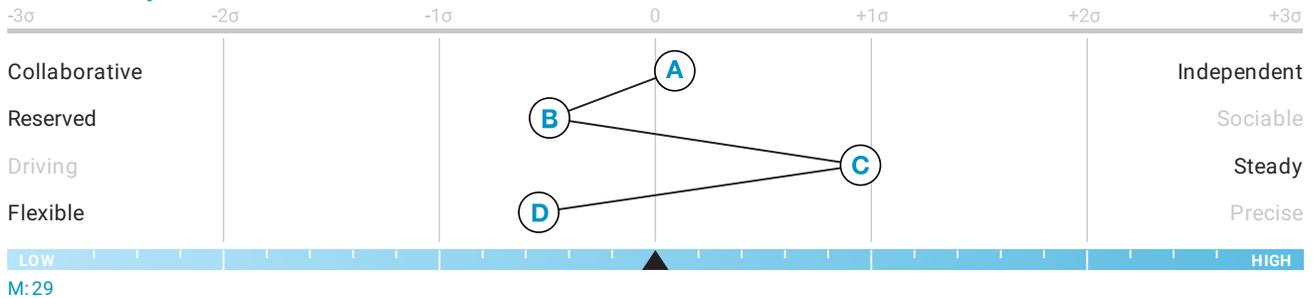
Specialist

A Specialist is a highly precise worker, who remains skeptical while respecting authority.

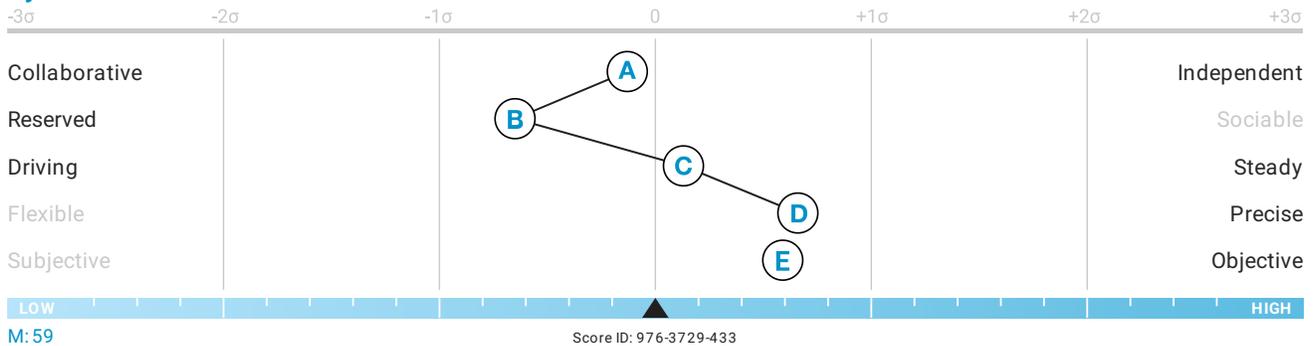
Self



Self-Concept



Synthesis



Strongest Behaviors

Frederick will most strongly express the following behaviors:

- Formal, reserved, introspective, and skeptical of new people; requires “proof” to build trust in new people.
- Detail-oriented and precise; follow-through is deep and literal to ensure tasks were completed in accordance with quality standards.
- Operationally, as opposed to socially, focused. Thinks, in specific terms, about what needs to be done and how to do it accurately and flawlessly; follows, in a literal way, that execution plan.
- Careful with rules; precise, “by the book”, fast-paced, and literal in interpreting rules, schedules and results.
- Detail-oriented and thorough; works to ensure things don’t fall through the cracks, and follows up to ensure they’re done properly and on time.
- Driven to achieve operational efficiencies: thinks about what needs to be done and how it can be done as fast as possible while maintaining a high-quality outcome. Impatient with routines.
- Driven to protect the company against risk by thoroughly leveraging their background and strictly following “the book.”
- Cautious; follows a well-established and proven plan to avoid making mistakes. Does the background research necessary to have proof to support decisions before action is taken.
- Detail-oriented and accommodating; most comfortable working as part of a well-defined team for which they produce high-quality output and decisions.

Summary

Frederick is a very conscientious person, particularly attentive to, careful of, and accurate with the details involved in the job. Identifies problems, and enjoys solving them, particularly within own area of expertise.

Reserved, serious, and always concerned with the exact correctness of the work. Self-discipline, sense of duty, and respect for authority and tradition are strong qualities in Frederick, who takes responsibilities very seriously.

With experience and/or training, Frederick will develop a high level of specialized expertise and efficiency. Disciplined and dedicated to the job and the company. Work pace is somewhat faster-than-average, and Frederick is motivated by a real concern for getting work done on time and correctly. Discipline and circumspect thinking will lend caution to decision-making; plans ahead, double checks, and follows up carefully on decisions and actions.

A modest and unassuming person, works quite autonomously and decisively in their specialized area. When working outside of their expertise, they’ll look to management, written resources, or subject-matter experts for direction. Most effective and productive when working within the field of own specialty and experience, and prefers to stick to the proven way. If it becomes necessary to initiate or adopt change, Frederick will need to see cold, hard, evidence to prove that the new way is more efficient, yields high-quality results, and is complete. In addition, Frederick will carefully plan the implementation to minimize problems and maximize results.

Social behavior is reserved and accommodating. Will express themselves sincerely and factually and is, in general, rather cautious and conservative in their style. Being very sensitive to criticism, they’ll always try to make sure that the work is done right.

Management Style

As a manager of people or projects, Frederick will be:

- Closely focused on the tactical and technical aspects of the work; eager to do work “by the book”, within company policy, and up to precise standards
- Much more effective if they’ve had personal experience or knowledge in the areas they’re managing; a specialist who learns as much as possible in their area of expertise, and uses that background for the good of the company
- Respectful of authority, tradition, and established departmental responsibilities; will conduct themselves with a strong sense of duty
- Cautious when delegating; when delegation is needed, follow-up will be curt and meticulous ensuring that all procedures have been followed and all standards met
- Disciplined to do things right and “by the book” will work on problems independently rather than collaborate with others
- Comfortable sharing thoughts with the team only after having time to think about and organize those thoughts
- A strong problem-solver and technical resource, given the time and experience to develop the background
- Serious, self-disciplined, and responsible – striving to do what’s expected, do it on time, and ensure that work is error free.

Management Strategies

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

- Clearly defined work, responsibilities, and reporting relationships
- Work that uses their training, experience, and specialized knowledge (including work that requires identifying, defining, and solving problems within those areas)
- Thorough training whenever needed, and no ambiguity about what is expected
- Security in a stable work environment
- Leaders and co-workers who can be respected and trusted
- Supportive team
- Appreciation of their competence, conscientiousness, and loyalty.