



Your Work Talents Report

Hugh Massie's Unique Style: Initiator

Initiators like to take bold, aggressive actions and create the rules. They will prefer to lead decision-making, setting the agenda for others to follow and monitoring the timely completion of tasks. They are goal driven people who like their expectations managed and not to get caught up in unnecessary details. Their decision-making will typically be fast-paced and rational. They will not be afraid to take on challenging assignments or to accept a lot of risks to realize their ambition.

Your Top Talents:

Based on your 8 factor scores, your 2 strongest scores (traits) are:

- Pioneer** - Sets direction, ambitious, committed to goals
- Risk-Taker** - Venturesome, takes chances, optimistic

How Others Can Connect with and Manage Your Talents:

- Provide me with the big picture
- Present me with action plans
- Keep me informed of progress
- Present me with opportunities
- Present me with the risks and return

Your Contrasting Work Talents:

The shaded circles and scores below indicate your strength level as a percentage of the population with the corresponding descriptor in the same color.



Results vs. Relationships

Results focused and rationally takes quick action



Daring vs. Careful

Confidently takes risks and tolerant of losses



Abstract vs. Concrete

Uses a mixture of imaginative and practical ideas to solve problems and initiate change



Systematic vs. Flexible

Able to balance completing tasks and responding on the spot



Promoting vs. Operating

Engaging and relational with others but also enjoys operating alone

About this Report:

The information in this report reflects more than 30 years of research and experience in developing individual's workplace talents. This report is intended to give you a glimpse of your unique talents, and in-depth reports are available that provide your specific scores as well as a development plan.

Why this is Important:

Your best working style is being your authentic self. With objective knowledge of yourself, you're better able to authentically work and grow into a better coworker, leader, and person outside of work. Likewise, understanding yourself gives you a much better basis to understand and manage others.

Share Your Business DNA With Others:

Share your results with your colleagues, coach and other mentors. The guide below illustrates how the 10 unique styles are similar or different to others.

