



High quadrant: C (D & C very close and is known as Creative by other experts – this adaptation with C higher is exclusively authored by Elevanto. E&OE, not subject to copyright).

Stability ranking: 0.9691 (Very High = Very Stable).

Emotions: Accepts aggression; restrains expression. Responsible, sincere, analytical, reserved, systematic.

Goal: Dominance; unique accomplishments.

Judges others by: Personal standards; progressive ideas for accomplishing tasks.

Influences others by: Ability to pace development of systems and innovative approaches.

Value to the organization: Initiates or designs changes. Hardworking, trustworthy with sound practical judgment. Effective innovator.

Overuses: Bluntness; critical or condescending attitude in believing that people are self-serving, short-sighted and lazy. Tends to ask: "Will this work?"

Under Pressure: Becomes bored with routine work; sulks when restrained; acts independently (lone wolf).

Fears: Lack of influence; failure to achieve their standards.

Would increase effectiveness with more: Warmth; tactful communication; effective team cooperation; recognition of existing sanctions and moderating contempt of gossip.

Commentary:

Persons with an Enhancer Pattern despise rules and limitations and will implement fastidiously planned solutions using unorthodox methods that are technically superior and insensitive to interpersonal relations. Enhancer persons exhibit foresight when focusing on projects, and they bring about change.

Although they think and react quickly, they want freedom to explore, and they want the authority to examine and retest findings. They can make daily decisions quickly but may be extremely cautious when making bigger decisions: "Should I take that promotion?" "Should I move to another location?"

They are able to reverse-engineer the underlying methodology of almost any system and apply the concepts. They are hopeless in romance. Terrible on a team but brilliant in charge of one.

In their drive for results and perfection, Creative persons may not be concerned about social poise. As a result, they may be cool, aloof, emotionless or blunt.

Assess Overuse, Under Pressure and Fears to pick Pattern!

Secret to improve