



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

The Archdeacon of Self-Sufficiency, Patterns and Planning™

Key features:

- Independence, individualism, determination.
- Global perception of problems.
- Thinking in context.
- Believes in own judgment, not in authority.
- Resistance to monotonous activities.
- Strong intuition and the ability to synthesize facts.
- Likes logic, rationality and criticality.
- Intransigent and stubborn.

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

Myers Briggs: INTJ

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.

Assess Overuse, Under Pressure and Fears to pick Pattern!

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At work: Provides a highly objective approach, vision and strategy for change and improvement.

Professional development: Must understand that for others the stress, induced by ground breaking ideas and changes, is painful and real.

As leader: Can concentrate efforts on future projects, can resolutely lead in pitfalls of changes and uncertainties.

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

Secret
to
improve

Commentary with a work bias:

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 tend to be hopeless in romance. Brilliant in charge of a team but may have difficulty on one if the manager and / or the other members are seen as incompetent.

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

Commentary when at their best as a person bias:

Yes, an Enhancer is rational, intense and visionary. But an Enhancer is way more than that. So many descriptions paint you as cold and robotic. But these descriptions are missing something. An Enhancer's ability to see things from so many different perspectives makes them more empathetic than people realise. An Enhancer is never afraid to tell people the truth if they feel that it is what is in the other person's best interest. An Enhancer's honesty together with a global and forward-thinking perspective is sometimes scary, but is also astoundingly useful.

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