

GINA TURCOTTE

Assessment Date

11/16/2023

Report Date

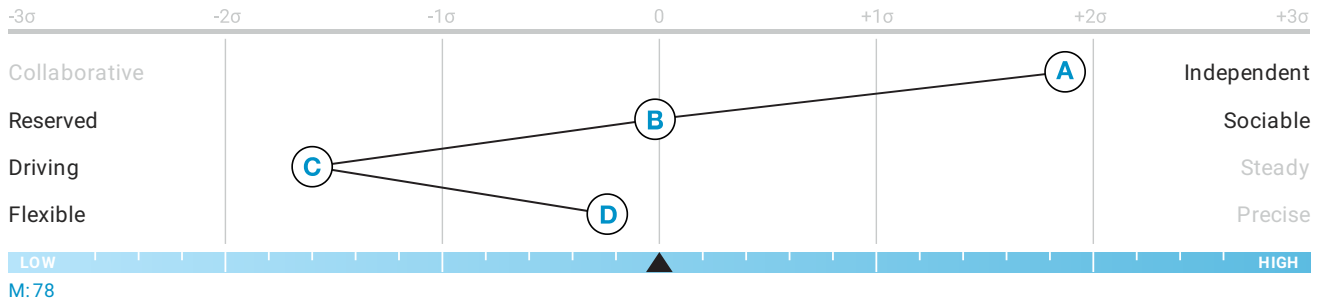
11/16/2023



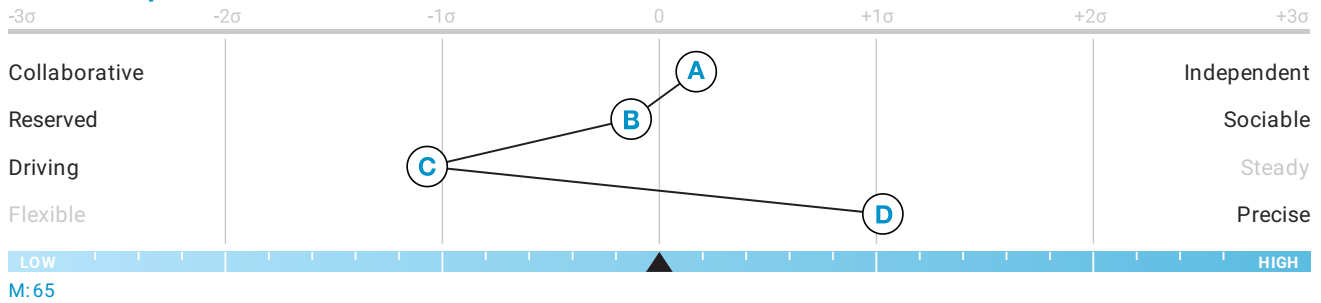
Venturer

A Venturer is a self-starting, self-motivating, and goal-oriented risk-taker.

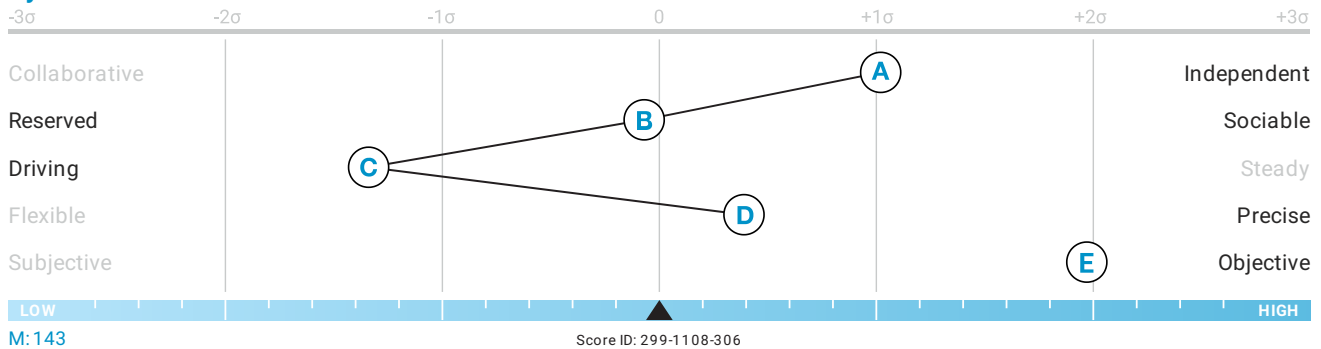
Self



Self-Concept



Synthesis



Score ID: 299-1108-306

Strongest Behaviors

GINA will most strongly express the following behaviors:

- Proactivity, assertiveness, and sense of urgency in driving to reach personal goals. Openly challenges the world.
- Independent in putting forth their own ideas, which are often innovative and, if implemented, cause change. Resourcefully works through or around anything blocking completion of what they want to accomplish; aggressive when challenged.
- Impatient for results, puts pressure on themselves and others for rapid implementation, and is far less productive when doing routine work.
- Risk-taking, daring, and focus on future goals; this individual is more concerned with where they're going than either how they'll get there, or where they've been. Adaptable, operates flexibly.
- Makes decisions and takes action, even with little proof confirming their decision. Confident in their own ideas and unimpressed with tradition.
- Flexible approach to "the book" often bends the rules and does things their own way. An innovative, "outside the box" thinker who is undaunted by failure.
- Task-focused; quickly notices and pushes to fix technical problems, assertively cutting through any personal/emotional issues. Has aptitude to spot trends in data or figure out how complex systems work.
- Independent, analytical, critical, and creative thinking and action; little need for external validation before action. Private.
- Authoritative and direct, driven to accomplish personal goals; pushes through roadblocks assertively. Communication is direct, to the point, and sometimes brusque.

Summary

GINA is a distinctly independent and individualistic person, strong-minded and determined. Venturesome, will "stick their neck out"; and take responsibility for risks when they believe they are right. The challenge of new problems and new ventures is stimulating and will be responded to with action. They have a lot of confidence in themselves, their own knowledge, ability and decisions.

GINA is an ingenious and innovative problem-solver and troubleshooter. They have an actively inquiring mind, a lively interest in the technical aspects of the work, and a need to know and learn more about the systems, techniques, facts, and concepts involved in it. They will drive hard to get things done their own way, and quickly. A self-starter that initiates, makes decisions, and assumes responsibility for those decisions. They have a strong competitive drive, are ambitious, and will drive hard to achieve goals. Their sense of urgency and impatience for results will put pressure on others as well as on themselves.

When expressing themselves, they are direct, factual, outspoken, and frank. Their approach to others is authoritative, telling, and, if they encounter resistance or competition, they may be aggressive. Always concerned with timely results, they deal with ambiguous situations briskly and firmly.

Because GINA has a broad focus on goals and results, they prefer to delegate details to others. Quick and fairly accurate in handling details, they can become very impatient and less accurate in doing work which requires routine and repetitive handling of details at a slow or systematic pace.

Management Strategies

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

- Opportunities for learning and exposure to various aspects and responsibilities of the business, moving as fast as circumstances permit
- Encouragement in expression of and action on their ideas and initiatives, with as much independence as possible
- Variety and challenge in work and an environment where new ideas are valued
- Opportunity for advancement to positions of decision-making responsibility based on recognition of achievement and competence
- Opportunity to delegate routine detail work once they have experienced and mastered it

© Predictive Index, LLC 1955 - 2023