

Randy Miller

Assessment Date

11/29/2022

Report Date

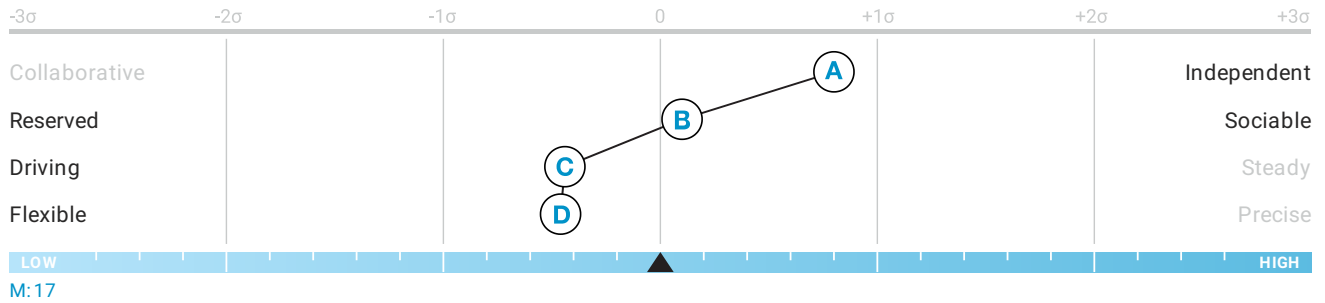
11/29/2022



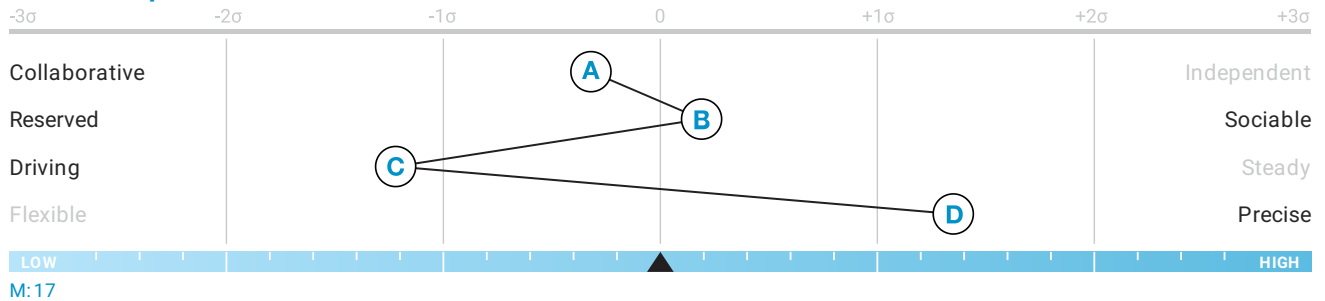
Maverick

A Maverick is an innovative, “outside the box” thinker, who is undaunted by failure.

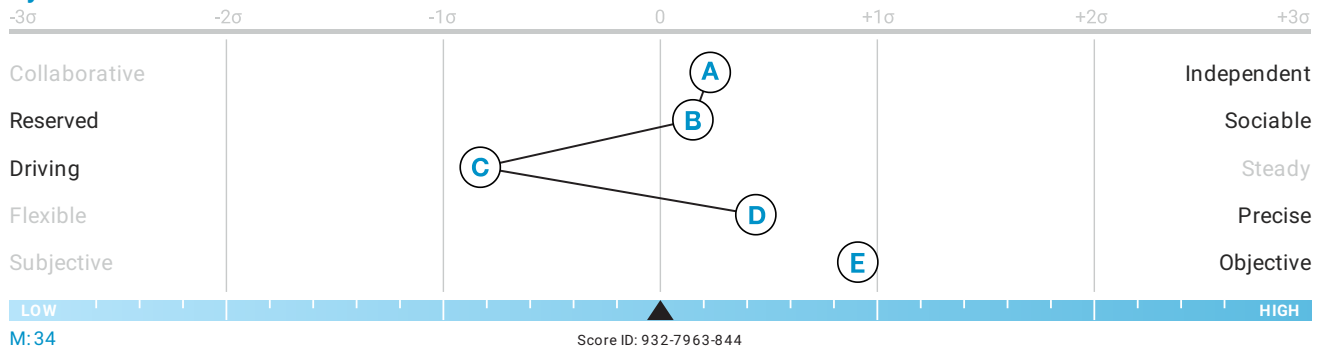
Self



Self-Concept



Synthesis



Score ID: 932-7963-844

Strongest Behaviors

Randy will most strongly express the following behaviors:

- 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.
- 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.
- Task-focused; often notices and is driven to fix technical problems, cutting through any personal/emotional issues. In areas of interest, has aptitude to spot trends in data or figure out how complex systems work.
- Relatively independent in thinking and action; often comfortable taking action without input from others. An analytical and private person.
- Assertive drive to accomplish personal goals by working around or through roadblocks. Communicates directly and to the point.

Summary

A very independent, confident, decisive, self-starter, intense and driving. This individual has a strong sense of urgency, can react and adjust quickly to changing conditions, generate novel ideas, and deal with them swiftly.

Their drive is directed at getting the important things done. Competitive, ambitious and venturesome, they respond positively and actively to challenge and pressure, always sure of an ability to handle problems and people. This individual is outgoing and poised; a forceful, animated, communicator tending to be more authoritative than persuasive in style. They talk briskly, with assurance and conviction and are a stimulating influence on others, while being direct, determined and flexible.

Sure of the value of personal judgments and opinions, and persistent in defending them if put under pressure to change them, Randy will question and challenge established company policies or systems and strive to prove in action the value of their ideas for change.

More concerned with the achievement of goals than with the details of how things get done, this individual will freely delegate to others with loose follow-up, but with demand and pressure for timely results. Ingenious and venturesome, they will likely become restless and dissatisfied if required to work under close control or to do work which is routine or highly structured. Very much a generalist, Randy is more concerned with the strategies involved in reaching goals than with specific or detailed tactics.

Management Strategies

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

- High levels of autonomy and flexibility in the job

- Ample opportunity for expression of and action on their own ideas and initiatives
- Variety, challenge, responsibility, and opportunities to demonstrate abilities
- Recognition, advancement and tangible rewards for success.

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