

Recruitment

Theodore Flores

11 January 2024



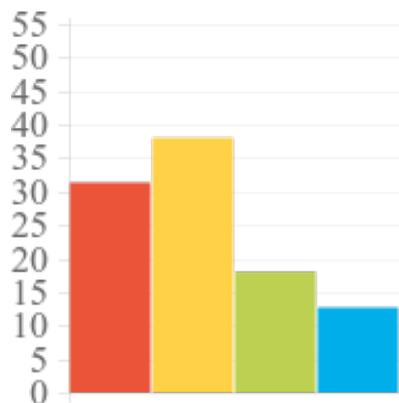
Theodore Flores

Overview

This section provides a broad outline of Theodore's preferred ways of doing things.

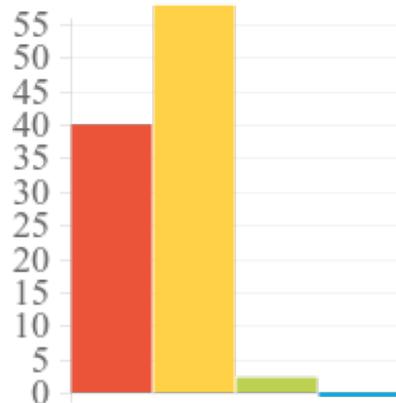
Theodore is outgoing and quick-witted with an engaging list of anecdotes to back up his views. What may look like indifference to authority or rebellion against controls is just his way of demonstrating his independent approach. He often displays an innovative approach to problem solving and is naturally creative. When working towards a solution he strives to avoid conflict, if at all possible. He lives for the moment and enjoys every minute. He is good at selling ideas to others for projects that hold his attention. Active rather than theoretical work will hold his attention for longer. He can see the possibilities in new ideas though his optimism may underestimate the amount of work to bring them to reality.

These graphs show Theodore's personal preference combination based on how they answered the questionnaire.



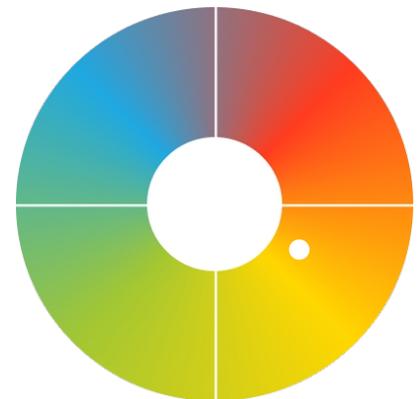
Adapted Behaviour

These are Theodore's more conscious preferences. They are likely to reflect Theodore's more modified behaviours.



Natural Behaviour

This less conscious reading of Theodore's preferences is likely to be their less filtered more instinctive approach



Wheel position

This is a summary of Theodore's colour combination. It is a helpful shorthand in comparing preferences.

Personal characteristics

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+ Resilient strengths

Key strengths someone with this colour preference is likely to have:

- Keeps the social diary
- A real zest for life
- Thrives on variety
- Lively, sociable and fun
- Eloquent communicator
- Open and sympathetic

⊕ Challenges

These are areas that are more likely to need developing or delegating:

- Gets carried away by the enthusiasm
- May move on before details have been considered
- Can involve too many people in a problem
- Creativity can get in the way of getting the job done
- May not prioritise as effectively as he could
- Time management



Enabling engagement

What motivates them and demonstrates commitment:

- Will buy into the principles without all the details available
- Will want to draw others into a commitment
- Give him a chance to shine
- Will motivate others to commit through his enthusiasm



Team contribution

The strongest value they bring to a team may be in these areas:

- Engages others in interesting and varied conversation
- Experiments willingly
- Brings infectious energy and enthusiasm
- Builds the team's energy
- Promotes a positive approach
- Ensures team communications are frequent and motivating

Teamwork

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Positive ways of handling setbacks

Positive preferences for handling moments of crisis:

- Uses each setback to channel the direction in a better way
- Changes the rules to enable the team to remain winners
- Has lots of ideas for a new way forward
- Always optimistic



Less positive ways of handling setbacks

Negative preferences for handling moments of crisis:

- Questions the original targets
- Wants to change the project
Impatient to get to the solution
- Wants to involve everyone not just the vital few



Role agility

Role preferences and how they may react to change:

- If allowed to define his own role he may prove to be over optimistic
- Likes a role that includes the opportunity to act independently
- Likes to see progression between roles
- Does not like a role which is repetitive



Questions

- How do you provide necessary detail and analysis in your current role?
- When do you communicate most effectively?
- How do you ensure that projects are completed effectively?
- How do you get back on track when you find yourself sidetracked?
- What helps you to prioritise?