

Jane A. Doe - Scan from 21.07.2016 00:00:00

Johnnie M. Doe - Scan from 21.07.2016 00:00:00

1 Jane A. Doe in professional collaboration with Johnnie M. Doe



The team tonus is supported by

Jane A. Doe

Compatibility type:
DISJUNCTIVE

The two collaborators have more aspects that differentiate them than similar characteristics. They can complement each other, exploiting distinct personal aspects to improve networking and team productivity.

2 Improvement of collaborative relationship

Jane A. Doe

Johnnie M. Doe

UNDERSTANDING

The collaboration of Jane A. Doe with Johnnie M. Doe can be improved if the first is willing to check her ideas and plans together with the latter. Jane A. Doe can gain if she learns to focus on the present reality, not on the future. Her perception of time can be improved.

The collaboration of Johnnie M. Doe with Jane A. Doe can be improved if the first is willing to actively listen to the ideas of the latter and to indicate to what extent they are applicable. Johnnie M. Doe can benefit if he develops his overall vision (in perspective) beyond focusing on some particular elements.

ORGANIZATION

Jane A. Doe can collaborate more effectively with Johnnie M. Doe if she accepts to receive new information as she works. Her decisions would be more balanced if she would take more options into account. She can be more appreciated if she develops her flexibility. When she sets with her colleague the deadline for completing a task, it is advisable to have patience until this deadline is reached.

Johnnie M. Doe can collaborate more effectively with Jane A. Doe if he makes an effort to complete undertaken tasks within the agreed time. Noncompliance with the terms and obligations may adversely affect his colleague's confidence to entrust him with tasks and may lead her to avoid collaboration. It is advisable to take care to his punctuality and to comply to set meeting times, so that he doesn't negatively affect his collaborators' schedule. He may have to gain by prioritizing tasks that he undertakes, avoiding overstressing on several directions.

NETWORKING

Jane A. Doe can work effectively in the company of colleague Johnnie M. Doe if she is willing to respect his work space and time. By active listening and by avoiding to monopolize discussions, she can gain more information. Possibly, for a better correlation in actions, it is preferable to inform him in advance about future topics for discussion (maybe even in writing), for him to have sufficient time for reflection.

Johnnie M. Doe can work effectively in the company of colleague Jane A. Doe if he learns to assertively communicate his message. He has to gain if he takes the opportunities to intervene in discussions and if he verbalizes his observations in a firm and assertive manner. He may benefit from communicating with colleagues about his need for quiet and calm in his working environment, without assuming that they already know that.

ATTRACTING FACTORS

Jane A. Doe can be attracted by the practicality and realism of her collaborator, by his anchoring in objective reality. Jane A. Doe can be attracted by the relaxation and detached state of her collaborator, by his capacity to transmit energy and spontaneity in team work. Jane A. Doe can be attracted by the personality of her collaborator, by his inner depth and complexity, beyond appearances.

Johnnie M. Doe can be attracted by the ingenuity of his collaborator, by her inventiveness and power of comprehension. Johnnie M. Doe can be attracted by the organizational spirit of his collaborator, by her capacity to structure and set things in order. Johnnie M. Doe can be attracted by the expansive, open and communicative behaviour of his collaborator, by her comfort state in social contexts.

POTENTIAL DIFFICULTIES

Jane A. Doe may encounter relational difficulties with the partner due to her excess of authority. She may have the tendency to make inflexible decisions, paying less attention to the opinion of her colleagues, which can generate tensions and discomfort at work.

Johnnie M. Doe may encounter relationship difficulties with the partner due to his cold and calculated style and his difficulty to empathize with others. He may tend to give less importance to the opinion of others.

DEVELOPMENT OPPORTUNITIES

Jane A. Doe may reach optimal results at work if she learns to cooperate more before acting and if she pays more attention to the feelings and opinions of her colleagues. She may have to gain if she develops her adaptability and flexibility.

Johnnie M. Doe may reach optimal results at work if he learns to anticipate the consequences of his actions and if he learns to set future goals for himself. He may have to gain if he develops his kindness, if he becomes more friendly in interaction with colleagues and if he learns to find parts he can agree with in his colleagues' ideas, before rejecting them.

POTENTIAL STRENGTHS AND VULNERABILITIES

Jane A. Doe is altruist, responsible, generous, persevering, trustworthy, realistic, optimistic, with trust in others. Possible areas of improvement are related to commercial spirit, egocentrism, individuality, the tendency to dissimulate.

Johnnie M. Doe is responsible, persevering, trustworthy, realistic, optimistic, with trust in others. Possible areas of improvement are related to vanity, the tendency to influence others, commercial spirit, egocentrism, individuality, the predisposition toward inflexibility, the tendency to dissimulate.

3 Detailed description of the partner **Jane A. Doe**

Extravert-intuitive-reflexive-organized

She finds greatest satisfaction in activities that always bring her new available projects. She can fulfil her maximum potential by making future plans and forecast, having also the ability to put her plans into practice. She can be an excellent executive director, manager and consultant, being able to reduce inefficiency and time loss. She likes to coordinate and supervise. She has the ability to express herself clearly and convincingly when needed. She is attracted to most scientific areas. She can benefit the most from activities where she can express her creativity, while routine tasks can lead her to discomfort. Activities that change from day to day depending on the business course and customers' mood will not help her fulfill maximum potential, since she works best when she has the chance to pursue her initial plan.

She is self-contained and impersonal, her decisions being based on logic and objectivity. At work she uses logical reasoning and critical spirit and displays firmness in relationships with others.

She frequently presents facts and ideas in precisely and clearly written papers. She is irreplaceable in the promotion, assessment and management of any type of business, being dedicated to the interests of the institution she works for.

She assimilates impressions, structures and connections, processing information through schemes and relationships, being preoccupied with connections between things and with their inner structure. She often lets herself be guided by flair, desiring to bring changes and innovative approaches.

At work she likes to find solution to a problem and to bring improvements of any kind. She prefers to work on new projects in detriment of routine tasks. She tends to focus on the future rather than the important details of the present. She may have the tendency to make hasty decisions due to short time invested in analyzing things.

Being an organized partner, she may feel the need to plan and complete her activities and decisions. She may feel discomfort when she has no structure. She prefers to solve everything as fast as possible, so she immediately starts working. She displays perseverance and consistency in her activities. She may feel discomfort when her colleagues do not complete their tasks.

She receives energy during interaction with people and feels at ease in the outer world of people and things. Being permanently attracted by the exterior world, she may have concentration difficulties after a prolonged solitary activity. She tends to initiate interpersonal interaction, both during labor and during breaks, being open and eager to establish connections with her colleagues. She prefers introvert collaborators. Frequently, she exhibits her ideas to colleagues, from whom she expects and receives feedback.

4 Detailed description of the partner **Johnnie M. Doe**

Introvert-sensory-reflexive-perceptive

He feels comfortable carrying out practical activities. He can fulfill his potential in trade-related activities and can work successfully in activities that require flexibility and adaptability. He is able to emotionally detach himself from tasks he is involved in, being activated by crisis situations, where he acts quickly and effectively. He may take spontaneous decisions, adapted to the specific context. Colleagues may find him cold and calculated. Between activities that involve operating items and those based on interaction with people, he prefers the former. Activities related to education or assistance, that involve emotional and communication skills, will not help him fulfill his maximum potential.

He is self-contained and impersonal, his decisions being based on logic and objectivity. At work he uses logical reasoning and critical spirit and displays firmness in relationships with others.

He frequently presents facts and ideas in precisely and clearly written papers. He is irreplaceable in the promotion, assessment and management of any type of business, being dedicated to the interests of the institution he works for.

He assimilates the tangible and the present moment using the five senses. He prefers practical activities, having the capacity to efficiently use evidence and personal experience. At work he chooses precise and measurable information, notices details and specific elements, goes to sources, searches for procedures and instructions. He works gradually and has a good perception of time. He prefers to work with real, concrete things, to the detriment of ideas and possibilities.

Partner with good mood and spontaneity, prefers activities that allow him flexibility and adaptability. He may often leave things open-ended, so he can change them anytime. He perceives structure as a limit. In relation to an organized collaborator, he can let himself be coordinated by him, although this working style can bring him stress, deprivation of liberty and frustration.

He tends to seek solitude to energize himself in the inner world of thoughts and reflection. At work he prefers to think before acting, requiring silence and reflection time. His work efficiency can be lower in a noisy environment, even if he fails to identify the cause for this. While working, he focuses on his own tasks and not so much on communicating his work status to his colleagues. If he is forced to speak in public, he prefers to prepare rigorously and timely.

**This report measures the three compatibility types on a scale from 1 to 100.*

***Before running a MindMi™ scan, consider the data you already have about your examinee (e.g. a previous interview, psychological test results or practical tasks) and combine it with your domain-specific knowledge. It's important to note that MindMi™ System does not treat or diagnose.*