

## Dimension Key Points

DIMENSION	CHARACTERISTICS	
	STRENGTHS	POTENTIAL WEAKNESSES IF STRENGTHS ARE OVERDONE
<b>Innovating</b>	<ul style="list-style-type: none"> <li>Imaginative, innovative thinker.</li> <li>Generates ideas and concepts.</li> <li>Visualises outcomes.</li> <li>Creates original solutions.</li> <li>Unorthodox, fertile-minded and radical.</li> </ul>	<ul style="list-style-type: none"> <li>Low attention to detail.</li> <li>Has difficulty explaining own ideas.</li> <li>Absent minded and forgetful.</li> <li>Dislikes criticism and following rules.</li> <li>Can be wayward and independent.</li> </ul>
<b>Initiating</b>	<ul style="list-style-type: none"> <li>Outgoing, animated and entertaining.</li> <li>Articulate and persuasive.</li> <li>Establishes rapport easily.</li> <li>High-spirited, jovial and light-hearted.</li> <li>Good at achieving 'win-win' negotiations.</li> </ul>	<ul style="list-style-type: none"> <li>Over optimistic and unrealistic.</li> <li>Fails to follow through or deliver.</li> <li>Easily bored and distracted.</li> <li>Need to be entertaining and popular.</li> <li>Makes impetuous, intuitive decisions.</li> </ul>
<b>Supporting</b>	<ul style="list-style-type: none"> <li>Kind hearted, harmonious and caring.</li> <li>Supportive of others.</li> <li>Handles repetitive or routine work well.</li> <li>Good natured and accommodating.</li> <li>Considerate, kindly and compassionate.</li> </ul>	<ul style="list-style-type: none"> <li>Dislikes conflict and aggressive people.</li> <li>Unassertive and over sensitive.</li> <li>Uncomfortable making tough decisions.</li> <li>Dislikes pressure or fast pace.</li> <li>Uncomfortable with change.</li> </ul>
<b>Co-ordinating</b>	<ul style="list-style-type: none"> <li>Makes good use of other people's skills.</li> <li>Encourages opinions and participation.</li> <li>Broad minded and collaborative.</li> <li>Remains calm when under pressure.</li> <li>Consultative and open-minded.</li> </ul>	<ul style="list-style-type: none"> <li>Lacks drive and independence of mind.</li> <li>Relies heavily on gaining agreement.</li> <li>Laid-back and casual.</li> <li>Can appear detached and laid back.</li> <li>Too tolerant of inappropriate behaviour.</li> </ul>
<b>Focusing</b>	<ul style="list-style-type: none"> <li>Blunt, outspoken, forceful and dominant.</li> <li>Authoritative, assertive and challenging.</li> <li>Copes well with adverse conditions.</li> <li>Driven to win and achieve status.</li> <li>High pressure negotiating skills.</li> </ul>	<ul style="list-style-type: none"> <li>Irritable and easily frustrated.</li> <li>Provocative and argumentative.</li> <li>Poor listener when under pressure.</li> <li>Suspicious of the motives of others.</li> <li>Quick to anger and volatile.</li> </ul>
<b>Delivering</b>	<ul style="list-style-type: none"> <li>Self-reliant and venturesome.</li> <li>Independent and self-motivated.</li> <li>Practical, determined and autocratic.</li> <li>Works well when under pressure.</li> <li>Likes structure and organisation.</li> </ul>	<ul style="list-style-type: none"> <li>Can be over-competitive for status.</li> <li>Inflexible and single-minded.</li> <li>Uncomfortable with sudden change.</li> <li>Frustrated by others' low commitment.</li> <li>Insensitive to others' emotional needs.</li> </ul>
<b>Finishing</b>	<ul style="list-style-type: none"> <li>Strong attention to detail and accuracy.</li> <li>Conscientious, painstaking and orderly.</li> <li>Good at communicating complex data.</li> <li>Focuses on accuracy and high standards.</li> <li>Follows tasks through to completion.</li> </ul>	<ul style="list-style-type: none"> <li>Insular, pedantic and slow moving.</li> <li>Dislikes delegating to others.</li> <li>Uneasy making contact with strangers.</li> <li>Intolerant of errors or disorganisation.</li> <li>Prone to worrying unduly or anxiety.</li> </ul>
<b>Evaluating</b>	<ul style="list-style-type: none"> <li>Questions the validity of data.</li> <li>Checks the pros and cons of all options.</li> <li>Does not accept things at face value.</li> <li>Makes astute decisions based on facts.</li> <li>Fair-minded and unemotional.</li> </ul>	<ul style="list-style-type: none"> <li>May be seen as sceptical and cynical.</li> <li>Can be uninspiring and negative.</li> <li>Appears indifferent to others' feelings.</li> <li>Slow and cautious when deciding.</li> <li>Unreceptive to new, untried ideas.</li> </ul>