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| **ORG Organizer**- Converts concepts and plans into practical action and implements established plans in a systematic and effective manner. It enables the practical implementation of projects and solution plans. He craves specifics, not plans or variability. Features: Balanced, disciplined.+ Organizational skills, common sense, self-control- Lack of flexibility, possible doubting in new ideas and changes | **NL Natural Leader**(coordinator)- exercises custody and control over how the group tries to achieve its goals. Can effectively use team resources; recognizes where the strengths and weaknesses of the group lie; is able to use the individual potential of each employee. He is characterized by common sense rather than intellectual considerations, and is not aggressive in managing. Features: Balanced, dominant extrovert+ The ability to see the potential of people and a strong focus on goals- Average when it comes to intellectual and creative abilities |
| **DES Despot**(action man)- shapes the way in which the group's effort will be used; directs its attention to setting goals and priorities; he wants to influence the shape or pattern of group decision and the outcome of group activity. I want to see results quickly. He is competitive and can be arrogant, but thanks to him "something is really happening". Traits: Restless, dominant, extroverted, impulsive, easily irritated.+ Desire and willingness to overcome inertia, ineffectiveness and self-satisfaction- Tendency to provoke, irritable and anxious | **CRE Creator**(man of ideas)- puts forward new ideas and strategies with particular emphasis on the most important problems and tries to "break through" with his vision through a group approach to the problem on the basis of confrontation. He can lose details and make mistakes, and he can criticize the ideas of others. The bigger the problem, the bigger the challenge to solve it. He thinks all good ideas look strange at first. He has an aura of "genius" around him. Features: Dominant, intelligent, introvert .+ Genius, imagination, intellect, knowledge,- Rocking in the clouds, possible omitting practical details |
| **ASK The Seeker**(contact man)- looking for resources to carry out tasks. Research, analyse and provide information on ideas, knowledge and activities outside the group; establishes external contacts that may be useful for the team; is able to predict the necessary negotiations. He supports innovation and is a good improviser. Traits: Balanced, Dominant, Extrovert .+ Ability to contact people and discover what is new, Ability to respond to challenges- He quickly loses interest when his first fascination wears off. | **AN Analyst**(judge)- analyses the problem, evaluates ideas and suggestions, thanks to which the group starts from a better prepared position to make a balanced decision. He is the most objective, impartial and emotionally uninvolved, he likes to have time to think. He lacks enthusiasm, but his calmness allows him to make well-balanced decisions. Features: Smart, balanced, introvert.+ The ability to evaluate, discretion, practicality and not to play with sentiments- Lack of ability to inspire and motivate others. |
| **GP Group Player**( group Man)- supports group members, strengthens the group's morale if there are any shortcomings and gaps He is able to prevent conflicts, shapes the "spirit" of the team. Maybe his contribution is not very clear, but his loyalty and devotion to the group is invaluable, he does not like conflicts. Features: Extraverted, balanced, low desire for domination and competition, empathy ability.+ The ability to empathize with people and situations, the ability to evoke "group spirit"- Lack of decisiveness in crisis situations | **PER Perfectionist**- focused on a specific effect - at the end of the task within a specified time and ensuring the highest possible standard of performance. He can be difficult to deal with as he is the enemy of chance and bogged down in details that are not essential to completing the task. Always aware of the goal. Traits: Restless, disciplined, introverted+ Ability to bring effect, perfectionism- Tendency to worry about small things, tension. |