

# Vlad Sandin

Reference Profile: Strategist

Behavioral Score ID\*: 210-9071-624 Assessment Date: Sep 4, 2024

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## Strategist

A Strategist is results-oriented, innovative and analytical with a drive for change.

### Strengths

- Able to think big picture and anticipate problems
- Able to deal with pressure and multiple priorities
- Organized and thorough follow-up

### Preferred Work Style

- Proactivity, assertiveness, and sense of urgency in driving to reach personal goals
- Independent in putting forth their own ideas, which are often innovative and, if implemented, cause change
- Task-focused; quickly notices and pushes to fix technical problems, assertively cutting through any personal/emotional issues

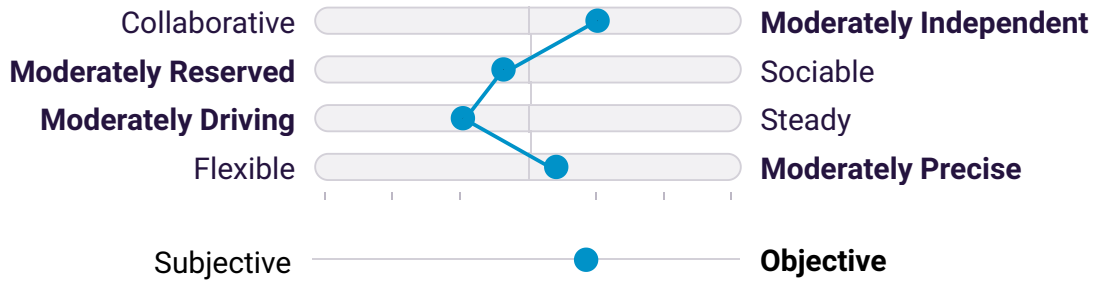
### Potential Caution Areas

- May appear tough-minded and directive
- May be intolerant of delays or stagnant environments
- May be seen as a perfectionist

### Objectivity

- Leans toward logic; likely to weigh facts and data over opinions

# Behavioral Pattern



## Let me drive

### Needs some...

- Independence
- Control of own activities
- To be challenged

## Give me variety

### Needs some...

- Variety
- Opportunities to work at a faster than average pace
- Mobility

## Let me think it through

### Needs some...

- Opportunities to reflect
- Room for introspection
- Freedom from office politics

## Give me structure

### Needs some...

- Understanding of rules and regulations
- Specific knowledge of the job
- Freedom from risk of error

# Factor Combinations

## **Proactive**

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- Takes initiative
- Competitive
- Driven to get things done

## **Task-oriented**

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- Critical, creative thinker
- Technical orientation
- Inquiring mind

## **Careful with rules**

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- Conscientious
- Thorough
- Precise

## **Formal**

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- Serious
- Disciplined
- Sincere

## **Comfortable with risk**

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- Independent
- Self-confident
- Control-seeking

## **Quick to connect**

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- Sense of urgency
- Task-oriented
- Impatient with routines

# Behavioral Report

Vlad is an intense, results-oriented, self-starter whose drive and sense of urgency are tempered and disciplined by a concern for the accuracy and quality of the work. Their approach to activities and responsibilities will be well-thought-out, based on thorough analysis and detailed knowledge of all pertinent facts.

Strongly technically-oriented, has confidence in own professional knowledge and ability to get things done quickly and correctly. With experience, will develop a high level of expertise and will be very aware of mistakes committed by self or others. Vlad takes work and responsibilities very seriously and expects others to do the same.

In social matters, is reserved and private, with little interest in "small talk". Interest and energy will be focused primarily on the work, and in general this individual is more comfortable and open in the work environment than in purely social situations. In the work environment, they are factual, direct, and authoritative.

Imaginative and venturesome, this individual is creative and capable of developing new ideas, systems, plans or technology, or of analyzing and improving old ones. They rely primarily on their own knowledge and thinking, with little reference to others, to get things done. Vlad sets a high, exacting personal standard and generally finds that it is not met by others. To earn trust, someone must consistently meet that standard and get results. If someone can do that, Vlad will do what's needed to work with them whenever collaboration is needed.

May be perceived by others as aloof, but will earn respect for their knowledge, work and the soundness of the decisions that they make.

# Strongest Behaviors

Vlad will most strongly express the following behaviors:

- 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; quickly notices and pushes to fix technical problems, assertively cutting through any personal/emotional issues. Has aptitude to spot trends in data or figure out how complex systems work.
- Independent, analytical, critical, and creative thinking and action; little need for external validation before action. Private.
- Authoritative and direct, driven to accomplish personal goals; pushes through roadblocks assertively. Communication is direct, to the point, and sometimes brusque.
- Careful with rules; precise, "by the book", fast-paced, and literal in interpreting rules, schedules and results.
- Detail-oriented and thorough; works to ensure things don't fall through the cracks, and follows up to ensure they're done properly and on time.
- Driven to achieve operational efficiencies: thinks about what needs to be done and how it can be done as fast as possible while maintaining a high-quality outcome. Impatient with routines.

# Management Style

**As a manager of people or projects, Vlad will be:**

- Both broadly focused and tactically cognizant; strategic thinking is the first priority moderated by a drive for details, accuracy, and correctness
- Self-reliant and independent with a great deal of confidence in own ideas, opinions, and knowledge; will have definite opinions about how things should be done and prefers at least some hands-on knowledge of what needs to be managed
- Hesitant to delegate authority or details; follow-up is close and critical ensuring that the team has completed all work to exacting standards
- Fast paced and eager for results, tempered by a drive to ensure accuracy and completeness; interprets deadlines literally and drives the team hard to meet them
- Slow to trust others until they have produced accurate, timely results consistently
- Demanding, creative, and exacting; always striving to do things better, faster, and with greater precision; focuses more on solving problems than celebrating or praising solutions

# Influencing Style

As an influencer, Vlad will be:

- Authoritative and assertive in influencing others towards personal goals
- Driven to influence others as quickly as possible without sacrificing quality in any way
- Eager to completely understand any idea or concept before bringing it before others
- Competitive and individualistic approach; prefers to work alone and maintain control of the process
- Diagnostic in approach; asks probing questions, ascertains the problem, and applies a solution proven to work
- More comfortable answering questions or objections having had time to think about a response and being able to provide proof to support it.

# Management Strategies

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

- Opportunities to broaden technical knowledge and gain experience in increasingly responsible positions.
- As much autonomy as possible in setting priorities, expressing ideas, and putting them into action
- Recognition for tangible results obtained, rather than for political or selling skills
- Freedom from repetition
- Technical challenges that require innovative solutions.

\*A Behavioral Score ID is a unique identifier associated with your assessment results.