

Tim Figley

Top Personality Traits that compliment each other-Being both Adventurous and Creative allows you to take risks and be innovative in your thinking while owning your own business beating your competitors with your outside the box thinking. Being outgoing/verbal and a risk taker means you can say hard things to your clients about their performance and behavior and they will “take it” because you are likeable and a people person

Personality traits that are in tension with each other and help you avoid struggles with the weaknesses found in different traits you have-5 of your 6 personality traits are mid-range meaning you have several traits at different ends of the spectrum working at the same time in tension within your personality and the way you act and react to people and situations. Factual and Compassionate allows you to care and be supportive in conflict and at the same time be unbiased and objectively fair-great traits for a mediator. Cooperative and Authoritative means you can be direct or diplomatic in dealing with others as the situation dictates. It also means you can follow or lead whatever is needed in your team strategy.

Potential Struggles to manage-As we discussed you know that you can be too focused on meeting goals but God has taught you in those difficult training courses He puts us through to find balance with the other priorities in our lives. We also talked about that the tendencies of the cooperative side of the mid-range trait of cooperative/authoritative can sometimes mean that you have to manage the tendency to sometimes put off making decisions.

Tim, you have been blessed with great balance in your personality in the way God has uniquely designed you. Not only balance in 5 of the 6 major traits but also in most of the 16 subtraits. One thing I did notice is that your estimate of where you landed on the personality scale on each of the 6 personality pairs in our initial exercise prior to looking at your report indicated to me that you probably don't know yourself as well as you think you do. Please

review your report and embrace you extraordinary self-yes, the real you and thank God for you are fearfully and wonderfully made!

Blessed to work with you, Byron