

Reference Profiles



A person's behavioral pattern provides a nuanced understanding of their drives and needs. When you need to understand someone at a quick glance, our refined reference profiles can distill countless behavioral drives into a handful of memorable labels.

ANALYTICAL



Analyzer

Analytical and technical, strong drive for ownership and need for rules and structure.



Controller

Focused on quality outcomes and control over work. Analytical and technical.



Specialist

Structured, highly detailed. Reserved and analytical, while respecting authority.



Strategist

Results-oriented, innovative, and analytical with a drive for change.



Venturer

Self-starter, self-motivator, risk-taker with a goal-oriented mind.



Altruist

Team player, fast pace, quick to connect. Drive to do things quickly and correctly.



Captain

Problem-solver, risk-taker, self-starter. Drive to control big picture, independent.



Collaborator

A friendly, understanding, willing and patient team player.



Persuader

Persuasive, risk-taker. Quick to connect and strong drive for results.



Promoter

Casual and uninhibited. A persuasive extrovert with a tendency for informality.



Maverick

Risk-taker and big picture thinker. Not afraid of taking action.

STABILIZING



Adapter

Flexible and situational. Ability to work with different people and adjust style as needed.



Craftsman

Structured, analytical, team player. Focused on detail and process.



Guardian

Precise, structured, team player. Patient and consistent approach.



Operator

Steady, conscientious, and relaxed. Learns through repetition.

PERSISTENT



Individualist

Highly independent and persistent, while remaining results-oriented.



Scholar

Thorough, careful, and structured. Authoritative and direct. Consistent follow up.

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