

JDA Behavioral Report

Plant Manager

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Natural Behaviors

The natural behaviors of those in the role of Plant Manager

✔ Definite

✔ Direct

✔ Decisive

✔ Risk-taking

✔ Forceful

✔ Strong-minded

✔ Demanding

✔ Competitive

✔ Frank

✔ Straightforward

✔ Results-oriented

✔ Persistent

Natural Tendencies

The natural tendencies of those in the role of Plant Manager

✔ Goes after things rather than waiting; willing to assume risk

✔ Initiates action and takes risks to attain goals

✔ Pursues difficult situations, makes decisions and renders judgments boldly

✔ Persists in getting things done despite failures and obstacles

✔ Enjoys competition; believes that winning is extremely important

✔ Prefers dealing with the big picture as opposed to the details involved in situations

✔ Eager for new experiences, adventures, or pioneering opportunities

✔ Wants and seeks out responsibility and authority

✔ Withstands discomforts and pressures in the work situation well

✔ Engages in reflective thinking and problem-solving

✔ Wants recognition of accomplishments

Operating Style

The likely approach to situations in the role of Plant Manager

- ✓ Is a goal setter, breaking major objectives into elements, making assignments for others, and setting up a way to measure results
- ✓ Direct, decisive, and straight-forward
- ✓ Provides explicit direction and feedback and is able to take corrective action with people
- ✓ Addresses problems quickly based on readily available information
- ✓ Delegates in a confident and decisive manner
- ✓ Sets high standards and maintains them through decisive, direct, straightforward action
- ✓ Able to identify problems which can have an adverse impact on desired end results
- ✓ Uses available resources effectively
- ✓ Is able to effectively review progress toward a goal

Ideal Environment

The preferred environment conditions of those in the role of Plant Manager

- ✓ Defines the individual's span of control, authority, and responsibility
- ✓ Generates mutual respect when discussing issues with others
- ✓ Grants responsibility, authority, and freedom to act
- ✓ Clearly defines responsibilities, areas of influence, and communication channels
- ✓ Recognizes preference for strong interaction with people where the discussions are practical and meaningful in nature
- ✓ Encourages action and risk-taking to attain goals
- ✓ Allows reliance on own ability, knowledge, and experience in deciding courses of action