



**High quadrant:** C but also included as D. (D & C counterbalanced – the only one that is).

**Stability ranking:** 0.9691 (Very High = Very Stable).

**Emotions:** Accepts aggression; restrains expression.

**Goal:** Dominance; unique accomplishments.

**Judges others by:** Personal standards; progressive ideas for accomplishing tasks.

**Influences others by:** Ability to pace development of systems and innovative approaches.

**Value to the organization:** Initiates or designs changes.

**Overuses:** Bluntness; critical or condescending attitude.

**Under Pressure:** Becomes bored with routine work; sulks when restrained; acts independently.

**Fears:** Lack of influence; failure to achieve their standards.

**Would increase effectiveness with more:** Warmth; tactful communication; effective team cooperation; recognition of existing sanctions.

#### **Commentary:**

Persons with a Creative Pattern display opposite forces in their behaviour. Their desire for tangible results is counterbalanced by an equally strong drive for perfection and their aggressiveness is tempered by sensitivity.

Although they think and react quickly, they are restrained by the wish to explore all possible solutions before making a decision. Creative persons exhibit foresight when focusing on projects, and they bring about change. Since individuals with a Creative Pattern have a drive for perfection and demonstrate considerable planning ability, the changes they make are likely to be sound, but the method may lack attention to interpersonal relationships.

Creative persons want freedom to explore, and they want the authority to examine and retest findings. They can make daily decisions quickly but may be extremely cautious when making bigger decisions such as: "Should I take that promotion?" or "Should I move to another location?" In their drive for results and perfection, Creative persons may not be concerned about social poise. As a result, they may be cool, aloof or blunt.

*Assess Overuse, Under Pressure and Fears to pick Pattern!*

*Secret to improve*