

3

Finalist C

Type 3 · The Achiever · second type: Type 7 · The Enthusiast

Role: sales executive · would report to Manager A (Type 6 · The Loyalist)

IN ONE LINE

Quick, driven and good with people. Give clear targets and visible wins — and agree early how you'll handle risk.

HOW THEY WORK

Plans backwards from the goal and moves fast. Keeps meetings heading for an outcome.

WHAT KEEPS THEM

Clear targets, room to run, and success that people can see.

WATCH FOR

Can rush past the details when chasing a target. Under pressure, works longer and doesn't say it's too much.

How C fits with you

Manager A · Type 6 · The Loyalist

5 in sync

2 meet halfway

3 take care

You'll click on planning, pace, meetings and feedback: you both plan ahead, start early and say things clearly.

TALK ABOUT THESE EARLY

Making decisions

C decides fast; you weigh the risks first. Agree a decision date up front.

Risk

C takes calculated bets; you spot what could go wrong. Put both lists on the table, then decide.

Recognition

C likes success to be seen; you prefer a quiet word. Ask C once which works, and stick to it.

ASK BEFORE THE OFFER

1

"Tell me about a target you missed. What did you do the week after?"

2

"Your manager wants more checks than you think are needed. What do you do?"

3

"When something goes well, how do you like it to be noticed?"

IF YOU HIRE C · THE FIRST 30 DAYS

Week 1

One clear target for the month, and how it will be measured.

Week 2

Agree the risk line: what C can decide alone, and what comes to you.

Week 4

Recognise one win, in the way C asked for.