

JASPER™ The Job Asset and Strengths Profiler

Richard, your answers indicate that **you are a Visionary** when it comes to your overall work personality. Your JASPER type is a combination of your most prominent work traits and a good indicator of what you're like at work.

"I like thinking big. If you're going to be thinking anything, you might as well think big."

-Donald Trump

Prepared for		JASPER™	
Richard Smith		May 2007	
<h2>Type 3 (Visionary)</h2>	<h3>Unique Strengths</h3> <ul style="list-style-type: none"> E Empowering D Deliberate C Communication I Independent 	<p>What you want out of work: To dream big and to foster your creativity and knack for innovation.</p> <p>Your colleagues think of you as: A creative, abstract thinker who is fun to watch in action.</p> <p>What you have to offer: Not only new and better ideas for how things can be improved, but also the courage to pursue them.</p>	
	<h3>Leadership Style E</h3> <p>Empowering. Your leadership style can be characterized as Empowering. You are encouraging and motivating, which likely means that you help others reach their goals and dreams. People probably see you as a good mentor due to your patience and talent for giving direction.</p>	<p>Traditional Innovative</p> <p>Empowering</p> <p>Assertive Courageous Diplomatic</p>	
<h3>Work Personality D</h3> <p>Deliberate. You are more Deliberate than Spontaneous when it comes to your work personality. You are disciplined in your approach to work, and tend to follow the rules and comply with organizational expectations. As such, people count on you to be reliable and consistent.</p>	<p>EXPRESSIVE ————— INTROSPECTIVE</p> <p>DELIBERATE ————— SPONTANEOUS</p> <p>ROUSING ————— AGREEABLE</p> <p>COMPOSED ————— PASSIONATE</p>		
<h3>Universal Skills C</h3> <p>Communication skills. You likely are an articulate person, and you probably have received positive feedback on your writing ability or your skill speaking to groups. Even if you don't regularly use this skill, you nevertheless have confidence in your communication abilities.</p>	<p>Multi-Tasking</p> <p>Communication Skills</p> <p>Organizational Skills</p>		

Work Style

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Independent. You show strength in your ability to be an Independent worker. While you no doubt can be quite effective working on a team, you feel much more productive when you have the freedom to do things on your own. You simply enjoy the autonomy that independent work entails.

