

CULTURAL PROFILE

Gerry Broennimann's Profile

Gerry Broennimann's Profile

RELATING - How I relate to others										
TASK	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	RELATIONSHIP
EXPLICIT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	IMPLICIT
INDIVIDUAL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	GROUP
REGULATING - How I make decisions										
RISK TAKING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	RISK AVOIDING
TIGHT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	LOOSE
SHARED	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	CONCENTRATED
REASONING - How I think										
LINEAR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	CIRCULAR
FACTS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	THINKING
SIMPLE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	COMPLEX

RELATING - How I relate to others

TASK



RELATIONSHIP

My Position

Although you have a bias that, in most cases, business should be transactional, you prefer to react to each specific situation that may arise and not to apply 'a- one-size-fits-all' approach. Your default position is that a legal contract is a fixed agreement that should not be changed unless circumstances change considerably, and that trust should be based on consistency. You prefer to react to each specific situation that may arise and not to apply 'a- one-size-fits-all' approach. However, you do believe that some flexibility should be built in to allow for changing circumstances that may inevitably arise.

RELATING - How I relate to others

EXPLICIT



IMPLICIT

My Position

You tend to believe in open and direct communication. Getting straight to the point can be helpful and occasionally you will speak your mind if you consider it to be the right way to avoid confusion. However, when circumstances do not suit a direct style, you can be careful and considerate in your communication with others. You are able to pick up signals from non-verbal behaviour and context to interpret the message.

RELATING - How I relate to others

INDIVIDUAL



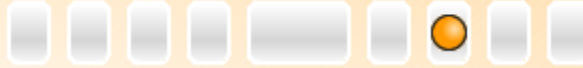
GROUP

My Position

You have a bias towards relying upon your own efforts and resources. You tend to believe that the individual should take the blame for his/her own mistakes, but should also receive personal praise and reward when his/her constructive effort brings benefits to the group or team. When problem solving, you tend to weigh up carefully the consequences of allowing extra time to gain consensus versus the need for decisive, individual action.

REGULATING - How I make decisions

RISK TAKING



RISK AVOIDING

My Position

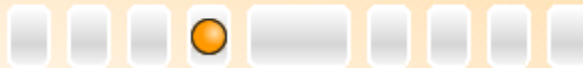
You strive for consistent approaches that produce known results. You value what you have and would much rather stay with what you know rather than gamble on a future which is unpredictable.

You prefer to have a high level of regulation that gives you security.

You plan well in advance for a known outcome. You have great faith in higher levels of authority which are proven to be solid and dependable. You have a high respect for tradition and seek to learn from the experience of others.

REGULATING - How I make decisions

TIGHT



LOOSE

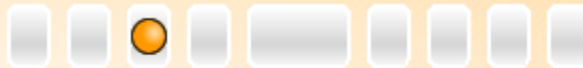
My Position

You generally believe that time is an expendable commodity to be valued. Since time is money, you try hard to respect deadlines and keep to schedules. You believe other people's time must be equally valuable to them. You strive to make the best use of time and have been taught to avoid wasting it.

Interruptions are not welcome. When dealing with complex issues, you always try to break them down into bite-sized pieces and tackle one at a time, sequentially. If you are running late for a meeting, you will phone ahead to apologize if at all possible. Generally you will always try to make an appointment in advance to arrange to see someone.

REGULATING - How I make decisions

SHARED



CONCENTRATED

My Position

You generally believe that all people should have equal rights. This means that decisions should be made by all involved, regardless of rank. You prefer your superiors to conduct an "open door policy". You think that the people best suited to giving advice and taking decisions are those who do the work. Given a choice, you would prefer to work in a flat organisational structure. Your style is likely to be informal and very casual. You generally believe that rules and regulations hinder creativity and independent action. You feel less comfortable in formal situations.

REASONING - How I think

LINEAR



CIRCULAR

My Position

In basic problem-solving, you tend to take a direct line of reasoning, moving in a step-by-step process to reach your target efficiently. With more complex issues, you are likely to take a more circular route to problem-solving, exploring the issue from multiple perspectives before deciding how to move forward. You probably feel that without some understanding of the context, the situation cannot be resolved adequately. You are comfortable working within a broad framework but do not like to be pushed towards a deadline, and would find a very strict linear process of problem-solving to be too restrictive.

REASONING - How I think

FACTS



THINKING

My Position

You generally believe that an argument can be won by presenting the factual evidence. You are likely to structure your projects so that they have measurable outcomes. You are skilful in gathering the right evidence and interpreting it correctly. You generally prefer to work from the specific to the general.

REASONING - How I think

SIMPLE



COMPLEX

My Position

You like to deliver results in a time-efficient, yet comprehensive manner, whenever possible. In order to this, you are able to reduce complex issues to manageable portions but at the same time recognising the impact of context and supporting data. As a result, you enjoy exploring a problem in detail and presenting your ideas in a way that takes multiple angles into consideration.