

CULTURAL PROFILE

Patrick Jousseen's Profile

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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 checked="" type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	LOOSE
SHARED	<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"/>	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 type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	COMPLEX

RELATING - How I relate to others

TASK



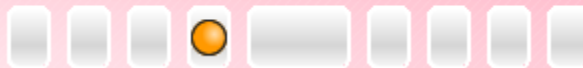
RELATIONSHIP

My Position

Although you have a bias towards establishing quality relationships, 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 even though a legal contract is a fixed agreement and that trust should be based on consistency, 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 generally believe in open and direct communication. You aim to get straight to the point and consider lengthy explanations a waste of time. You are more likely to speak your mind, than to imply something indirectly. You often use direct questioning and do not to assume too much from the context.

RELATING - How I relate to others

INDIVIDUAL



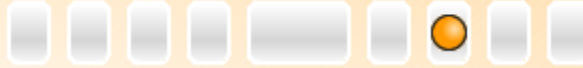
GROUP

My Position

You have a bias towards group harmony and a sense of belonging. While recognising individual responsibility and contribution, you tend, when problem solving, to start with discussion and consensus before any action is taken. As a result, 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 believe that time is valuable and, as time is often perceived as money, you try to respect deadlines and keep to schedules. You believe other people's time is equally valuable to them. You try to make the best use of time and respect timeframes even though there will be times when interruptions are acceptable. If you are running late for a meeting, you will try to phone ahead to apologize. You have learnt to "multi-task" and you are able to handle several tasks simultaneously. You do not get very upset if people arrive after the appointed meeting time, assuming that they have good reason to do so.

REGULATING - How I make decisions

SHARED



CONCENTRATED

My Position

You tend to believe that people should have equal rights. This means that most significant decisions should be made by all involved. You would prefer superiors, whenever possible, to conduct an "open door policy". You often believe that the people best suited to giving advice and taking decisions are those who do the work. But you also recognise the need, on occasions, to have a clear chain of command. You would prefer to work in an organisational structure that values people involvement but which also keeps reporting lines and accountability levels clear.

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



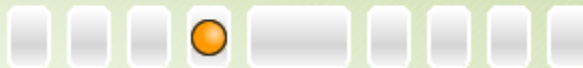
THINKING

My Position

You tend to believe that an argument can be won by presenting a logical, coherent framework. You recognise the need to gather the right evidence but will not rely solely on empirical facts and data. You feel it is important to have a logical argument with sound reasoning supporting the evidence. You most probably enjoy "thinking" through situations and will argue your case from diverse perspectives.

REASONING - How I think

SIMPLE



COMPLEX

My Position

Generally you are focused on delivering results in a timely manner. You are skilful at reducing issues to manageable proportions in order to do this.