

ELON MUSK (CS/CS) - FULL REPORT



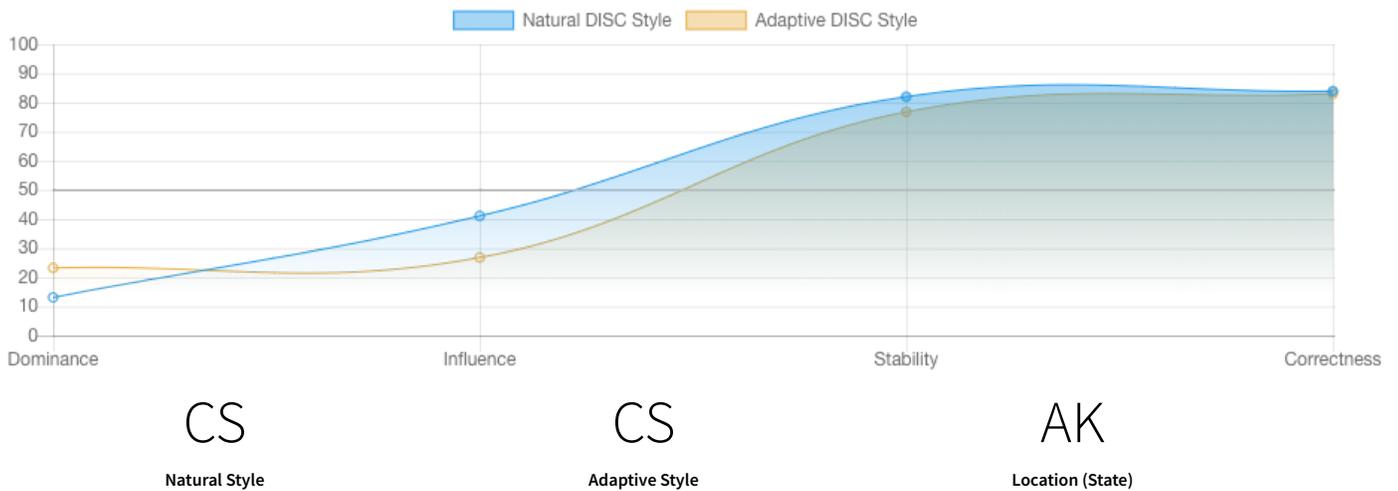
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www.profile.team



Styles Overview

D Dominant & Direct

Dominant Fear: To be taken advantage of - Loss of control

The D style measures and identifies how assertively an individual prefers to deal with the problems they encounter. Someone with a “high D” will actively pursue and attack problems, while someone with a “low D” will be more reserved and conservative in tackling difficult, problematic and confrontational issues.

I Influencing & Inspiring

Dominant Fear: To be liked - Failure - To be misunderstood

The I style measures and identifies how an individual prefers to deal with the people they encounter. Someone with a “high I” will be outgoing, seek personal connections and enjoy frequent interactions with other.

S Steady & Stable

Dominant Fear: Loss of security - Change

The S style measures and identifies how an individual prefers to deal with the activity level and pace of their daily agenda. Someone with a “high S” will exhibit a great deal of patience and prefers a stable, focused and consistent workload preferring not to frequently change or alter direction of his or her everyday workload.

C Compliant & Correct

Dominant Fear: Criticism - To be wrong

The C style measures and identifies how an individual prefers to deal with the rules, data and attention. Someone with a “high C” will insist on accuracy, reliable facts, precision and high standards.

Behavioral Tendencies

Elon, your motto could be: "There is a right way and a wrong way to our goals. Let's do it the right way." Whether at home or at work you score like those who like to do things correctly. That said, as an example you probably rarely need to use the spell-check on things that you write: Let's spell it the correct way the first time around, so we don't have to fix it later.

You set high performance standards for yourself and others and you expect all on your teammates to meet those standards. You have remarkably high quality commitment and patience. These traits combine to allow you to aim your sights higher than some others on the team. In demonstrating these high standards, you hope that others on the team recognize those standards and also aim up. You lead by setting the example yourself and demonstrating what results you want from others, rather than leaving people to train on their own and risk not improving their standards.

You like your environment to be clean and well organized. Everything in its place is preferred over the clutter that some other style preferences put up with. When your training environment in particular is clean and clutter-free you have the ability to focus clearly on your efforts. When clutter is present, some people who score like you say that they're thinking in the back of their minds about what they should do with the mess and how the space should be straightened up.

When you need to persuade others, you do it by careful attention to detail and through facts, data and logic; not by emotion. This means that you persuade others by building credibility using facts and data as the building blocks. This also means that people can depend on you to present discussions that are logical, defensible and supportable. That is a primary strength that you bring to a team when at the decision making table.

Communication Tips

When Communicating, **DO**:

- Show sincere interest in him/her as a person.
- Present your ideas and opinions in a non-threatening way.
- Be candid, open and patient.
- Outline their roles and responsibilities within their work in a clear and defined way. Create clarity for them.
- Be certain that individual responsibilities are clear and there is no uncertainty.
- Observe for possible areas of disagreement, he/she may not be verbal about them.

When Communicating, **DO NOT**:

- Leave the idea or plan without backup support.
- Rush the issues or the decision-making process.
- Be vague about what's expected of either of you.
- Fail to follow through. If you say you're going to do something, do it.
- Leave things up in the air or to work out by chance.
- Be rude, abrupt or too fast-paced in your delivery.
- Offer assurances and guarantees you can't fulfill.

Strengths

- You maintain a high degree of technical precision while keeping an eye toward the bottom line of achieving your goals but you will not sacrifice your standards.
- You may be sought after by other members of the team because of your high knowledge-base of all things relating to your work.
- You take your responsibilities seriously and exercise your leadership in a sincere and conscientious manner.
- You demonstrate a high degree of technical specialty and skill in your vocational skill set.
- You provide an objective reality-focused view of the training processes and logistical issues affecting your preparation within your working environment.
- You have an excellent, considerate, analytic listening style that enables you to pick up key points and coaching advice very effectively.
- You provide a heavy degree of thinking on issues that may potentially affect the outcome of the goals you want to achieve.
- A strong guardian of high performance standards and techniques associated with achieving this performance.
- You are especially careful that in preparation for a competition, you have made sure that either yourself or your team has covered all bases and prepared as completely as possible.
- Not an extremist in your views and will be supportive of team efforts.
- You are tactful in explaining ideas that may impact others on the team or in your training squad.
- You are patient in working with others on the team and demonstrating effective training methods and strategies so to achieve important goals.

Motivations

- A home life that is supportive of your work demands and lifestyle.
- The assurance that changes that may impact the results you or the team are trying to achieve are made thoughtfully, carefully and only when proven to be necessary.
- Inclusion as a part of the team and social settings.
- Challenging goals that will bring out the best in your style where you pay high attention to details and have a role in solving any complex issues that need to be overcome in order to achieve your goals.
- A training environment and culture where practice is completed the 'right' way the first time.
- Complete explanations of training systems and methodologies that impact the results you are trying to achieve.
- High quality standards and measures that are adhered to by all members of the team, not just by a few people.
- Security in knowing that the training systems, methods and techniques utilized are of highest quality and most effective available to achieve your goals.
- Appreciation for high technical skill levels and strong training ethos demonstrated over the long haul.
- Sufficient time to adjust to change so as not to disrupt established and proven development and performance strategies.
- Sincerity from team members and others in your work environment.
- A link to some of the successful traditions of your work that have built success in the past.

Needs

Behavioral Needs:

- Sufficient time for effective planning and re-establishing goals, especially prior to change.
- Training and development sessions that allow you time to focus on the finer details of your technical skill development. This satisfies your desire for attention to details and the highest performance standards for yourself in your work.
- Increased urgency in making decisions. To be able to shut the data-gate and make a decision based on the information currently available.
- To take more of a leadership role with those around you and to trust your team and support staff, especially when you are feeling under pressure yourself.
- Greater participation in team efforts and activities outside of actual training. This would provide you with broader perspective and greater ability to see 'the big picture'.

Environmental Needs:

- An environment relatively free of interpersonal conflict and hostility.
- A team or club culture that demonstrates sincere care for the people in it.
- Established practices, procedures and protocols in both training and competition that can be relied upon to achieve results.
- A secure team environment, in exchange for the loyalty and work-ethic demonstrated.
- Support for your critical thinking skills and decisions based on logic over emotion.

Areas for Improvement

- You may sometimes become over zealous in the adherence to standards, training processes and the rules of the team or game when perhaps it could be a little more relaxed.
- You may sometimes be overly dependent on a very few people who share a similar training quality focus, to the exclusion of others on the team who may also provide valuable input and ideas but may need their training standards gradually improved with your assistance. You can only help these people if you have a relationship with them.
- You may sometimes use facts, figures and details as a 'security blanket' to avoid objections, confrontation or hostility.
- You may be perceived by some as slow to make decisions and tentative about making changes.
- You may be perceived by others as very private, guarded, shy and undemonstrative.
- You might get caught up in older and traditional methods in your work because 'that's the way they've always been done.' Don't miss out on more efficient and effective methods that become available.
- Surround yourself with confident people and learn to feed off of them. Work on an increased sense of urgency to accomplish goals and improvements in tighter timelines.
- Could demonstrate more openness to new ideas and innovations.
- Could demonstrate a bit more spontaneity and take yourself a bit less seriously.
- You could use involvement and interaction with a wider variety of people, not just those on the team like yourself to broaden your perspective.
- You may spend more time than necessary in preparing your 'case' due to fear of the unexpected or of being seen as under prepared.
- You may be perceived by some as being overly rigid, inflexible and strict regarding procedures and options.

Additional Tendencies

- You need to feel well informed regarding specific details related to your role and where applicable, the level of leadership you have in the team.
- You are highly conscientiousness and can be relied on to follow-through on detailed training plans and strategies.
- You demonstrate a high need for perfection and detail orientation in all you do.
- You set high performance standards for yourself and others and expect all to meet those standards.
- You like environments where you can spend time to be neat, well organized and tidy.
- You persuade others on the team by careful attention to detail and through facts, statistics and logic.
- When immersed in your training or in the competition phase, you tend to be restrained in showing emotions and may not be extremely verbal with members of the team or in team meetings, unless specifically asked for input or if the topic is extremely important to you.
- You appreciate an occasional word of reassurance aside from the normal technical information you normally would get from your coach, as long as it is sincere input.
- You will take calculated, educated risks only after a thoughtful analysis of the facts and data and have explored options and potential outcomes.
- You may get bogged down in details when making a decision because of the tendency to keep wanting more information.
- Decisions impacting your goals are made after careful consideration of all variables and inputs. This process may take a bit more time in the view of some others on the team but the decision will be a quality outcome.
- You tend to judge others on the team by displayed performance measures and standards and want to be evaluated yourself by specific criteria that is provided, preferably in writing.
- Naturally time sensitive, you keep a careful eye on the clock and maintain a keen awareness of time-lines for goals.