

# Type **3** (Visionary)

## Unique Strengths

- D** Diplomatic
- R** Rousing
- M** Multi-Tasking
- Q** Questioning

### What you want out of work:

To dream big and to foster your creativity and knack for innovation.

### Your colleagues think of you as:

A creative, abstract thinker who is fun to watch in action.

### What you have to offer:

Not only new and better ideas for how things can be improved, but also the courage to pursue them.

## Leadership Style **D**

**Diplomatic.** Your leadership style can be characterized as Diplomatic. You are patient and poised and exude a sense of calm. When you're in a leadership role, you are tactful in your interactions and your relaxed disposition makes others feel assured in your presence.

Traditional  
Innovative

**Diplomatic**

Assertive  
Empowering  
Courageous

## Work Personality **R**

**Rousing.** You are more Rousing than Agreeable when it comes to your work personality. This means that you aren't afraid to challenge the status quo. Not only does this ability help generate new ideas, but it also helps others around you think outside of the box.



## Universal Skills **M**

**Multi-tasking skills.** With multi-tasking as your strongest universal skill, you are likely effective in managing multiple things at once and are talented in producing work quickly. You are sharp, tend to be a quick learner, and don't get daunted in the face of stress.

Organizational Skills

**Multi-Tasking**

Communication Skills

## Work Style **Q**

**Questioning.** While you trust the decisions of your superiors, you feel better when you understand the reasons why certain decisions are made. You aren't comfortable simply accepting things at face value but would rather take time to assess them and offer your own opinions.

