

Production Report

Name: Tony Sample

Date: Tuesday, July 30, 2002

They are in the top third of the population in terms of reasoning speed. In training situations, they will learn more quickly than the average person. In most formal training programs, they may feel that the pace of the class is too slow. It is important that they use their advantage of learning speed to focus on more applications of the training information that is provided instead of wanting more information faster. In training situations that allow for individual pacing, they should be allowed to progress at their own pace, although still focusing on application of the material.

This faster learning speed enables them to solve problems quickly. This is well-suited for a position that involves dealing with a constantly changing field of problems. It is important that they recognize that much of Production jobs consists of doing the same things. It is easy for them to become bored with this routine if the job does not offer sufficient challenges. They must provide some part of those challenges with outside interests or hobbies in order to balance the necessary routine of the job.

It is critical that they understand their inherent communication problem. They process information faster than the average person. Therefore they tend to communicate information faster than the average person can understand it. It is essential that they learn to slow down and match their delivery to their audience. Otherwise they can become impatient or frustrated with others who may not understand as quickly as they do. It is a good thing to encourage them to ask questions to continually confirm that what people heard is understood correctly.

It is helpful for them to explain their thinking when suggesting ideas or solutions to problems. Their faster learning speed allows them to take shortcuts in their thinking that may not be clear to others. This can lead people to view that thinking as incomplete or impulsive, since the logic may not be apparent to them.

They adapt easily to changes in procedures. With sufficient experience and training, they can usually see creative solutions to Production problems. Routine ways of doing things can become frustrating to them. They tend to make exceptions to rules and may present safety problems when this happens. Situations in which quality is dependent upon consistently following a proven process will be very difficult for them. Their tendency to find exceptions and rationalize deviations from standards is contrary to positions in which compliance is critical. It is important that they recognize when their creativity is appropriate and when compliance is necessary.

They enjoy talking and most co-workers will view them as friendly and likable.

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They prefer working with other people. When working alone, they will try to find opportunities to socialize with others. It is challenging for them to listen to others. It is important to confirm their understanding of important instructions. At times their need to socialize can be distracting to other employees. When involved in processes requiring close attention, this tendency to talk can result in additional errors or even safety issues.

They handle confrontation easily. They tend to call out problems directly when they see them. At times they can be confrontational and even argumentative. They want to be in control of their environment which is not typical in a production environment. This can be frustrating for them, but with training and experience, this can become a strength in terms of supervising others.

They enjoy individual competition and need to see themselves doing better than other people. This can drive them to work harder toward goals, particularly when they benefit individually. They can work on a team, but they need individual recognition to call forth their best efforts. Sometimes their competing with others can become a problem. When that happens, they may be seen as not working with the team. Often their desire to excel can cause them to be defensive in dealing with their weaknesses or performance problems. It is important for them to recognize the strength in knowing those weaknesses and working to improve them. At times their competition may take the form of wanting to be "right". This can result in unnecessary arguments that waste energy and distract others from priorities. They can sometimes become impatient with others who they feel do not learn as quickly as themselves.

They are more sensitive to stress than the average person and work best in a calm environment. They are generally sensitive to quality problems, although they may or may not voice them. They tend to stay busy as a way of dealing with their extra energy. It is difficult for them to sit still and sedentary positions will be challenging. They tend to be skeptical, and are reluctant to trust others. They often take criticism personally and can become discouraged. They sometimes have an exaggerated sense of urgency, feeling that many things are a crisis. It is important that supervisors use specific deadlines to avoid this emotional response of their thinking that everything is a crisis. At times, stressful conditions can distract them, causing safety concerns.

They are moderately detail-oriented. In special circumstances that demand a high level of attention to detail, it is important for them to check their work. They prefer to work with a realistic schedule that is flexible enough to deal with reasonable changes.

They have answered the questions frankly and directly.