

The "C" Behavior Type - Conscientiousness

"C" behavior types are focused on quality and accuracy

"C" types are naturally talented for, and tend to gravitate toward, positions where they can strive for perfection and rationalization and to careers where they can exercise precision and creativity

Film or Literary Critic	Engineer/Designer	Research Scientist
Data Analyst	Computer Programmer	Accountant/Auditor
Diplomat	Political or Weather Forecaster	Architect
Artist/sculptor/Craftsman	Inventor	Anesthesiologist

"C" types, at their best, are diplomats, consummate professionals and analytic experts, but, at their worst, they can be a criticsers, perfectionists' and obsessive bores

"C" types are likely to:

- avoid doing anything if they are even slightly uncertain about their qualifications
- prefer to work alone
- feel they are controlled by their environment
- want to be "right" and "accurate" all the time
- be overly cynical and skeptical
- be perfectionists; demanding extremely high standards, (especially from themselves)
- approach people and situations in a diplomatic and professional way
- investigate every possible nuance and eventuality before making a decision
- foster a reputation for being precise and logical
- generate strategies and procedures that produce predictable and reliable outcomes
- try to discover everything that could possibly go wrong
- be a stickler for detail
- place a high value on knowledge and expertise

"C" types excel at:

- maintaining stability
- analyzing complex situations or problems
- being extremely professional in their appearance and approach
- challenging assumptions
- being fair, rational and objective at all times
- maintaining extremely high standards
- being unwilling to compromise quality, even under severe pressure or time constraints
- gaining insight into issues by asking the "right" questions
- being tactful and diplomatic

"C" types are motivated by:

- having the flexibility to explore issues, formulate plans and bring them to fruition
- being recognized (in private) for specific achievements
- gaining respect for their expertise and knowledge
- being approached in a reserved, professional manner
- having complete command of all relevant information and facts
- being precise and accurate

"C" types are discouraged by:

- requiring them to participate as team members or collaborate with others
- forcing them to cope with unexpected or sudden change
- requiring them to openly disclose personal or private information
- compelling them to analyze information or to evaluate consequences without sufficient time

- involving them in “drama” or emotionally charged situations
- being questioned or criticized, especially in public
- placing them in an environment that lacks high standards or stringent control of outcomes

Under stress “C” types may:

- isolate themselves
- become extremely agitated and reactive when criticized
- have a tendency to be overly critical of themselves and others
- suffer from “analysis paralysis” (getting bogged down striving for perfection)
- become stubborn, withholding information and assistance
- forcing their perception of the facts on others, instead of promoting their ideas

To achieve their greatest potential “C” types should:

- develop a higher level of interpersonal communication and assertiveness
- learn when “good enough” is good enough
- seek the opinion of others before making their final decisions
- not overestimate the consequences of being wrong (it’s not the end of the world)
- recognize they don’t have to be “perfect” before making a decision or expressing an opinion
- understand that it’s okay to be a little spontaneous and have fun once in awhile
- foster more interaction, involvement and team participation

Recognizing the “C” behavior type

- they seek inordinate amounts of information before making a decision
- their work environments are usually neat and organized
- they prefer to isolate themselves when evaluating problems or planning strategies
- they are generally reserved, quiet and formal
- they rarely express opinions or actively participate at meetings
- they are extremely cautious and calculating
- they think carefully and cautiously before speaking or sharing ideas

The best ways to interact with a “C” behavior type

- help them recognize when they are being overly critical or cautious
- get them involved in major projects and setting long-term goals
- show respect for their “personal space” and boundaries
- help them develop better communication and “people skills”
- focus conversations on challenges, issues and facts
- immediately get down to business without initiating any “small talk”
- encourage them to help develop standards, strategies and processes
- seek their opinions and give them ample time to respond

What to avoid when interacting with a “C” behavior type

- don’t fail to recognize they are task, not people, focused
- don’t expect them to handle criticism easily (even when it’s constructive)
- don’t try to spend time in idle conversation
- don’t ask a lot of personal questions
- don’t inflict sudden change upon them (give them time to adapt)
- don’t frustrate them with too many projects at any given time
- don’t expect them to be good team players

