



Firefly

Chaotic, warm artist

Neuroticisme	_____	High
Agreeableness	_____	High
Conscientiousness	_____	Low
Openness	_____	Low

Fireflies dare to choose the creative solution and do not stick to conventional ones. They are open to other ideas and generate creative solutions themselves. The firefly is sometimes nonchalant and has difficulty keeping promises and working according to plans. The firefly is not dominant in their dealings, but prefers cooperation to competitiveness. Therefore, they sometimes let themselves be walked over. The firefly is also stressful in tense situations and can sometimes find it difficult to put things into perspective.

Innovation focal points

NONCHALANCE

⊗ Don't be satisfied with your work too quickly. Agree on deadlines with others.

Divide tasks into sub-goals with their own deadlines, which you complete separately.

⊗ Provide enough moments where you are accountable to others.

Explain to others what you have done and why. Let them give feedback, ask questions and suggest improvements.

EMPATHETIC

⊗ Place sufficient trust in your own knowledge, experience and expertise. Don't dismiss yourself too quickly and make sure you keep sharing your thoughts and ideas in the group, even if they run counter to the opinions of others.

STRESS-SENSITIVE

⊗ Do not try to avoid discussion and do not take feedback too personally.

Denk na waarom stress niet nodig is.

Roep hulp in van collega's bij stress.

Anticipeer gespannen momenten.

Innovation strenghts

OPENNESS

⊗ Likes to come up with innovative ideas

⊗ Is open to new ideas and has a broad interest.

EMPATHETIC

⊗ Is open to others' opinions and asks for them. Thinks along with the team easily.

⊗ Can lead discussions well and understand other people's points of view.

Innovation roles for fireflies

⊗ Coming up with ideas and alternatives.

⊗ Facilitate group discussions and consider everyone in the team.

People tend to attach great importance to personality reports. Even if this report is scientifically based, do not take this result too seriously or as the ultimate truth. Take it as a tool to think about personality in general.