



# Shepherd dog

Understanding worker

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

Shepherd dogs often rely on classical or conventional solutions at the expense of creative or alternative ones. As a result, they sometimes find it difficult to come up with new ideas and to listen to others.

The shepherd dog is very self-disciplined, so working to a plan and keeping promises is not a problem. Conscientious, the shepherd dog keeps his schedule on time. They are not dominant, but trust the goodwill of others and are empathetic. Because of this, they usually prefer cooperative to competitive environments. In tense situations, they can suffer from stress. It is also sometimes difficult to put things into perspective or place them properly.

### Innovation focal points

#### CONSERVATIVE

⊗ Do not try to cling to conventional solutions. Consider innovative alternatives.

*Ask yourself what you would change about an idea so that you would like it.*

#### SELF-DISCIPLINE

⊗ Do not try to rush into action. Allow discussion in the team in order to achieve better results.

#### 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.

*Think why stress is not necessary.  
Seek help from colleagues in case of stress. Anticipate tense moments.*

### Innovation strengths

#### SELF-DISCIPLINE

⊗ Imposes high quality standards on himself and perseveres.

⊗ Works methodically and accurately.

#### 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 shepherd dogs

⊗ Critical voice during discussions. (Please note that sheepdogs remain constructive).

⊗ Developing concepts, coordinating and monitoring implementation.

⊗ Facilitate group discussions and take into account everyone on the team. (Please note that shepherd dogs also continue to encourage and consider innovative solutions).

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.