



Hedgehog

Warm brooder

Neuroticisme	_____	High
Agreeablenss	_____	High
Conscientiousness	_____	Low
Openness	_____	Low

Hedgehogs tend to favour conventional solutions over alternative, creative ones. They tend to be nonchalant and not strong in dutiful tasks. Hedgehogs generally have difficulty keeping promises (on time) and do not always plan ahead. Hedgehogs are accommodating and prefer to cooperate rather than be competitive. They are also empathetic and trust other people. Their docility also means that they generally assume the goodness of other people and their intentions. Hedgehogs sometimes find it more difficult to put things into perspective. They are very sensitive and often experience stress in tense circumstances.

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.

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.

Think why stress is not necessary. Call in help from colleagues when stressed. Anticipate tense moments.

Innovation strenghts

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 hedgehogs

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

⊗ Facilitate group discussions and take everyone in the team into account. (Please note that hedgehogs 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.