



Bison

Temperamental, conscientious worker

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

The bison prefers conventional solutions to creative or alternative ones. It is therefore more difficult to come up with new ideas, but also to listen to new ideas from others. However, the Bison are very self-disciplined, so that keeping promises (on time) is not a problem. They are also very conscientious and work systematically. Bison behave dominantly and do not let themselves be steamrolled by collaborations. This makes them more suitable in competitive environments than in collaborative situations. Bison sometimes react sensitively or find it difficult to put things into perspective. They therefore sometimes suffer from stress in tense situations.

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.

DOMINANT

⊗ In discussions, do not dismiss other opinions and really listen to them.

Ask others for individual preparation. Ask others for their opinion.

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.

DOMINANT

⊗ Is assertive. Remains steadfast when ideas are implemented.

Innovation roles for bisons

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

⊗ Developing concepts, coordinating and monitoring implementation

⊗ Pushing ideas and concepts through when they need to be implemented.

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.