

05/14/2008
08:26:23 am

Report for - Hillary
Prepared by Sheila Lowe

Motivating Forces

Hillary is highly independent and not strongly influenced by what others say. She prefers to make independent choices, exploring a variety of paths and seeking her own answers. She needs plenty of elbow room and can't stand working under restrictions of any kind. Feeling hemmed in leaves her frustrated, so it is important for her to know that she has the autonomy to carry out her own plans. When she achieves success in her undertakings it motivates her to assume more ambitious projects. However, when things do not work out well, she hesitates to do the same thing again, at least for some time. She does her best to maintain equilibrium and build a consensus, avoiding fights and arguments whenever possible. However, when her values or principles are called into question, you can expect her to come back with a sharp response.

Personal Dynamics

She is less interested in what might or might not be coming up in the future than what is happening in the here and now. Using a common sense approach that shows a rational outlook rooted in reality, she deals with the facts straightforwardly and forms conclusions based upon available information. When faced with obstacles or a project that becomes so routine that it bores her, she may be tempted to give up before completing the assignment. It will take some pats on the back and a few words of encouragement to get her back on track. She is open to suggestions and may yield to the thinking of others when under pressure. However, when a matter is really important to her, Hillary can usually be counted on to stand firm. Assignments requiring a great deal of long-term effort may take more endurance than she has available. Since her level of determination is about average, she can produce the best results when handling short-term projects where she can see quick results.

Ego Strength

With strong self-esteem, she is not afraid to let others see that she feels good about herself. She knows how to get her needs met. Hillary has average self-confidence when it comes to taking on new responsibilities. She believes in her ability to handle major undertakings successfully if they are within the realm of her experience. Her sense of honor is based on the norms and expectations of her social group. When she recognizes that her behavior doesn't live up to expectations, she is willing to reconsider her position. Her personal accomplishments give her a sense of pride and self-worth. She doesn't need a lot of pats on the back from others to convince her that she's done a good job. With an average amount of willpower at her command, she has the capacity to attain reasonable dreams and aspirations. Setting some short-term goals that she will be able to see materialize fairly rapidly will encourage her to go on to the more ambitious ones.

Defenses & Controls

More adventurous types might view her as constrained, but she seems satisfied to live her life without a great deal of adventure or change. This level of inhibition makes it more difficult to come by the kinds of experiences needed for emotional growth. Self-control and personal development are important parts of the picture for her. She has developed a good personal rhythm between acting out and holding back her impulses. She is less interested in acquiring new possessions than in maintaining what is already hers. Neither does she have any difficulty letting go when something has outlived its usefulness. Hillary expends only a limited amount of time and energy on doing everything perfectly. Certainly, she wants to do things well, but doesn't feel driven to make them absolutely flawless.

Intellectual Style

She is an original thinker who follows a unique path, creating innovative answers to the challenges that confront her. Her curiosity takes her to some interesting places where she can experiment with molding reality to suit herself. Meticulous analysis is not her strong suit. She wants to put new information quickly to use, rather than expending a lot of energy investigating it. Nevertheless, when analysis is called for, she can force

herself do what is necessary. Hillary lives pretty much in the here and now. Even when her head is in her fantasies and dreams, her feet are usually still firmly planted on the ground. She usually maintains an objective viewpoint and tries to see all sides of an issue. However, when the topic is something close to her heart, her emotions may add a little color. Familiar ideas that have worked well for her in the past are more comfortable, so she weighs and measures each new idea before adopting it. She is not totally closed-minded about accepting change, but her attitude is one of caution. Her energy seems to be equally divided between intellectual and physical pursuits. She welcomes new information as it becomes available, but expends little energy actively pursuing it.

Communication Style

She has the charisma and ability to sell herself and her ideas. Yet, she is unlikely to use her charm to influence others or the flow of events negatively. Her sense of humor paves the way for good communication, as she remembers to laugh once in a while. She is congenial but circumspect in creating boundaries, and is careful about how she uses self-disclosure. That is, she is not exactly secretive, but is selective about what parts of herself she shares, and with whom. She uses a certain amount of tact and diplomacy, but sometimes she just can't resist blurting out what she's thinking. Although she prefers to keep things open and aboveboard, occasionally she feels it is better to equivocate, just a little. When someone's feelings might be hurt if she were to be completely frank, she will be more careful.

Interpersonal Style

Because she wants to win the approval of her social group by acting as they do she generally follows the rules of the group and makes sure her behavior conforms to their standards. Somewhat sensitive, when she is on the receiving end of negative feedback, it may sting at first. After licking her wounds, though, she analyzes what was said and tries to grow from the experience. She keeps her personal feelings to herself when she is not in full agreement with others. However, when she feels that her responses will be acceptable to others, she isn't averse to sharing them.

Work Style

She plans her work, then works her plan, focusing on her goals and allowing nothing to stand in the way of the desired results. She finds the future a much more interesting place than the present and is forever looking ahead. Her vision includes long-term results, and she is willing to risk failure as she is working to improve existing methods. Although she might not welcome tasks that require a great deal of attention to details, she is capable of managing them when necessary. She can be expected to fill in all the blanks and sign on the dotted line. She is responsive to the needs of the others in a group as long as she doesn't feel they are taking advantage of her. She likes getting together and collaborating as a team member, as well as spending time on her own, pondering the group discussion. Slow to get started on new projects, her enthusiasm grows as she gets more involved. If she keeps the goal in front of her, it will encourage her to keep going through the duller parts of the assignment.