Motivating Forces

Barack is the type who is prepared to endure monumental amounts of difficulty and hardships to make his dreams a reality. Challenges and difficulties are seen as just part of the process. An abiding need for harmony prompts him to do his very best to create a serene backdrop for his life. An environment where a lot of conflict and dissension exists is enough to send him running in the opposite direction. He would like others to view him as fully independent and autonomous. There are probably times when he is more comfortable asking others’ opinions on matters outside his comfort level. He has a reasonable need for freedom, although making a commitment to a course of action is not unattractive to him. The important thing is that the arrangement also needs to include the ability to do his own thing from time to time.

Personal Dynamics

When he says he will do something, you can count on it getting done. His reliability is legendary. He uses his practical experience and common sense to develop a plan of action. Doing things in ways that have proved successful before gives him a secure comfort level. His strong persistence and determination shows he will stick with something once he makes up his mind to do it, all difficulties aside. Even when the odds are against him, he has the go-power of the Energizer Bunny. When unexpected events force last minute changes, Barack is able to make the necessary adjustments without undue stress. Whatever annoyance he experiences at having to switch plans soon fades and he moves on to more profitable activities.

Ego Strength

He values honesty and integrity in others and makes an effort to give as good as he gets. His sense of honor means more to him than monetary rewards. It is important to him that others see him as completely competent and capable. Making a mistake or using poor judgment leaves him feeling disheartened, and it would be no surprise to find
him working on his own time to rectify the problem. Having the courage to ask for what he needs suggests strong self-esteem. It also allows him to acknowledge compliments when he feels they are deserved. It's not within his nature to cave in to temptation without a fight. He has sufficient willpower to stand firm in his views, even when faced with strong opposition, if he believes he is right. By developing his potentials over time, Barack is learning to increase his self-confidence. If threatened by major opposition, he may question his adequacy momentarily, but come out more successful than before.

**Defenses & Controls**

A stable, structured environment is important to him, and through the use of self-discipline and impulse control he has learned to put the brakes on and act at the appropriate time. Barack sometimes sets himself up for disappointment by making his expectations of self and others impossibly high. When he discovers that someone he had idealized is just human and has feet of clay, it can come as quite a blow. He will attempt new activities or tasks if he has been successful at similar undertakings in the past. Building on past successes helps him overcome any inhibitions about trying again the next time. Owning material things give him a sense of security, but not as a matter of accumulating wealth for its own sake. Feeling that his needs are well cared for is much more important.

**Intellectual Style**

Barack is not limited by the boundaries of his everyday existence, but puts his imagination to use in planning for the future. Visualizing the things he wants to do, even though they may seem like a distant dream for the moment, can help him turn them into a reality. He is less comfortable with the intuitive or metaphorical than he is using logic and reason to reach a conclusion. He has a creative mind that gives him the capacity both to create and to expand on standard models. Whether he is making something out of nothing or improving on what already exists, you can be sure the results will be sensational. A certain amount of curiosity is indicated, but not enough to make him dig too deeply for additional information. He is more apt to settle for the readily obtainable unless it is important to back up his opinions with provable facts. He prefers to take the middle ground and does his best to stay objective when there are several sides to an issue. No one should accuse him of being biased. His views and attitudes are basically
traditional, but he is open-minded enough to consider new possibilities if they have a solid foundation.

**Communication Style**

He has developed a certain savoir-faire, which those in power feel they can trust. A combination of flattery and persuasiveness helps him access the hard-to-reach decision makers. In polite conversation, discretion is high on his list of priorities. He is particular about how he approaches tricky issues, choosing his words with careful diplomacy. He tries to see the lighter side when things are not going well, and uses his sense of humor to help him bounce back. When it comes to a need for privacy, we could say that he keeps confidential information to himself when it is advisable, but when he believes it is appropriate, he has no difficulty sharing information. When there is no danger of hurting someone's feelings he prefers a candid, direct approach; otherwise, he uses a little more finesse.

**Interpersonal Style**

**Sensitive and empathetic, he takes it personally when others are hurting.** Whether he shows it openly or not, his finely tuned sensibilities keep his emotions close to the surface. When meeting someone new, making the first move and offering the hand of friendship may not be quite as easy for him as it is for some. After a little while, he is able to loosen up and become a bit more congenial. More or less responsive, he feels free to express his emotions within reasonable boundaries. He has learned how to appropriately draw the line between expressing himself and restraint.

**Work Style**

Living by a work ethic doesn't allow for much free time to play. It is hard for him to relax, as he pours his energy into activities that help move him toward his goals. His penchant for detail carries over into his environment and you can expect his work space to be carefully arranged. It may not look neat to outside observers, but he knows where every paperclip is. He is at his best when promoting interaction between team members and also singling out individuals who deserve recognition. Quick to invite everyone to pitch in and make a contribution, he prefers to get things done by team
play, rather than everyone acting independently. Progressive and open to change, he is quick to see where there is room for improvement and act on it. Looking the possibility of failure right in the eye, he forges ahead in the interests of progress and development. It may take him a while to really get into new projects and activities, but he seems to gather speed and enthusiasm as he goes along. Keeping a flexible idea in the back of his mind of what he wants to get accomplished, he adjusts the schedule when necessary.