"I Opt" Snowflake

Selected Characteristics of *Strategic Styles* and *Patterns*

REACTIVE STIMULATOR (RS)

Action Oriented

Low Rule/Norm Compliance
Low Certainty of Outcome
High Information Sharing
Low Clarity of Guidance
Short Range Horizon
Opportunity Oriented
Volatility Tolerant
Rapid Response
Fast Execution
Flexible Focus
Minimal Detail
High Intensity
Decisive

CHANGER
Experimental Orientation
"Let's give it a try!"

Frequent Corrective Interventions
Easy Acceptance of Modification
High Risk/High Reward Posture
Strong Disruptive Potential
Accessible and Interested
Incomplete Specification
"Quick Fix" Leaning
Rapid Deployment
Uneven Optimality
High Uniqueness
Rapid Reaction

PERFORMER
Performance Orientation
"Get it done"

"To the Point" Communications
Strong Situational Sensitivity
Maximize Tangible Outcomes
Lowered Social Sensitivity
"Satisfactory" Optimality
Issue Resolution Focus
Highly Responsive
Practical Methods
Moderate Risk
Intense Focus
Determined

RELATIONAL INNOVATOR (RI)
Creativity Oriented

Decisive but Pliable Commitment
Low rule/Norm Compliance
Rapid idea Generation
End Purpose Horizon
Volatility Generating
Opportunity Oriented
Fluctuating Intensity
Outline Planning
Uneven Quality
Minimal Detail
Low Clarity

LOGICAL PROCESSOR (LP)
Completion Oriented

Stringent Operational Planning
High Operational Detail
Reserved Info. Sharing
Methodical Execution
Studied Decisiveness
Measured Response
Completion Oriented
Controlled Intensity
Mid-Range Horizon
Obstacle Oriented
Values Stability
Explicit Clarity

HYPOTHETICAL ANALYZER (HA)

Analytically Oriented

Contemplative
Hesitantly Decisive
Moderate Intensity
Measured Response
Reluctant Execution
Project Level Horizon
Reserved Info. Sharing
High Conceptual Detail
High Conceptual Clarity
Comprehensive Planning
Measured Stability Valued
High Certainty of Outcome
High Rule/Norm Compliance

PERFECTOR
Perfection Oriented
"Think it through!"

Risk Averse
Systems Thinking
Contingency Focus
Thorough Planning
Advisor/Counselor
Unhurried Response
Perfection Oriented
Low Action Inclination
Analytically Disciplined
Considered Skepticism
Comprehensive Evaluation
High Certainty of Conclusions

CONSERVATOR
Excellence Orientation
"Do it right!"

Low Risk
Reserved
Conflict Averse
Detail Sensitive
Careful Planning
Committed Focus
Skeptical Posture
Optimality Targeted
Deliberate Response
Methodical Execution
Complete Procedures
Excellence Orientation