

Self-report Reporting Styles Profile

Style Categories	Reporting Styles	Very Unlikely	Unlikely	Somewhat likely, or a mixed style	Likely	Very Likely
Followers	<p>Wage Earners come to work for practical reasons. Career achievement or the content of the work itself may be less important to a <i>Wage Earner</i> than simply making a living. Hands-on leadership may be required to motivate a <i>Wage Earner</i> to get things done or to move with the times, as this style can also appear quite passive or lower in intrinsic engagement. They tend to be stayers.</p>	Wage Earner				
	<p>Rule Followers are diligent helpers. They tend to be responsive to instruction and direction, and are motivated - sometimes anxiously so - to get things right. <i>Rule Followers</i> may be relatively unquestioning and/or have few strong views as to how things should be done, so are more compliant than most. <i>Rule Followers</i> can make effective administrators and process implementers.</p>	Rule Follower				
Contributors	<p>Learners are driven by the subject matter. They tend to enjoy professional development and may be more mentally engaged than most with the work itself. <i>Learners</i> think critically and are often creative and enthusiastic about implementing new and improved methods. Whilst often intrinsically motivated, <i>Learners</i> may be especially appreciative of rewards in the form of developmental opportunities and gritty problem-solving projects. They may tire of mundane tasks sooner than others.</p>	Learner				
	<p>Movers are socially confident and career-minded. They are focussed on achieving and may set their sights higher than most. This can help to energise other staff, though some may feel threatened by the ambitious outlook of a <i>Mover</i>. They also tend to have an independent spirit, meaning that one eye is always on the horizon; pay close attention to the satisfaction levels of valued <i>Movers</i>, as they may be more likely than other staff to look for greener pastures if they feel their progress is being stymied.</p>	Mover				
	<p>Shakers are feisty and forthright. They tend to be more challenging and interpersonally competitive than most. They are very motivated to get results, in some case at the cost of diplomacy, so this style is the one most likely to be accused of insubordination. However, interpersonally savvy <i>Shakers</i> may manage their relationships with political skill, leaving their boss blissfully unaware of their disruptive potential. They may be especially motivated by elevations in status.</p>	Shaker				
Challengers						

Followers
Contributors
Challengers

This profile shows self-reported behavioural style in a work situation. It does not necessarily indicate aptitude.