

About the Work Style Report

The information in this report will provide you with powerful insight into the Striving Styles Personality System. You'll learn about the Work Style of the Performer and how they get their predominant need met at work. The Work Style Report will deepen your knowledge of the self-actualizing behaviors at work of the Performer Style and how they behave when they are self-protective at work.

This information helps you chose the behaviors that are most likely to move you toward desired outcomes, so you can consciously shift to self-actualizing behaviors, negotiate to get your needs met at work and become who you are meant to be!

BASED ON THE PERFORMER STRIVING STYLE, THIS REPORT HELPS YOU TO:

- › Build awareness of the innate needs that drive your behavior at work
- › Understand how your inner impulses, attitudes and behaviors influence your work style
- › Look beyond your behavior to the emotions and needs that cause it
- › Learn what activates your self-protective behaviors at work
- › Examine your work life to determine if its meeting the needs of your Style
- › Understand how to create the conditions at work in which you are most likely to thrive



ou'll find plenty of additional resources to help you learn more about your Style at WhoAreYouMeantToBe.com

Part 3

Work Style of the Performer

Charismatic and charming, Performers set their sights on what they can achieve. For them, “all the world’s a stage,” including the organization they work for. Achieving goals that others dare not dream of, they live inspired lives and, in turn, inspire others to reach for the stars.

Meeting the Need to Be Recognized at Work

Performer Style people have a predominant need to be recognized. You can easily identify Performers by the way they naturally capture the attention of others. They are enthusiastic about what is possible, particularly with new projects and endeavors that provide them with opportunities to achieve and to receive recognition for their efforts. They are the most energetic of the Striving Styles, seemingly ready to take on the world at a moment’s notice.

Whatever career or work they are involved in, they will intuitively know how to perform that role exceptionally, and they will work very hard to achieve their goals. They thrive when receiving the recognition they need for doing an outstanding job.

Highlights of the Performer Work Style

Driven by a need to be recognized

Inspire & motivate others

Energetic & outgoing

Achievement & goal-oriented

Enjoy being on stage

Image-driven

Risk-taker

Seeks opportunities for growth & development



- **WHATEVER IT TAKES TO BE RECOGNIZED**

Performer employees are motivated by the belief in their own “specialness.” They will sometimes behave as though they are above participating in the day-to-day, commonplace activities of their role, and will invent something better for themselves to be doing, rather than conform to such requirements. They think they are entitled to do what they want because they believe in their own uniqueness.

As a result, they feel that others should view them the same way and will become outraged when they do not. They can get a reputation for being the “worst of the worst” rather than “the best of the best.” They are not above creating emotional drama to get noticed or to bring an injustice to the attention of management.

Task Preferences – Satisfiers and Dissatisfiers

Satisfiers are activities at work that meet the predominant need of the striving style. Dissatisfiers are those activities that frustrate or cause the predominant need to not be met. When the predominant need is not met, the behavior of employees is likely to change to non-productive self-protective behaviors, ultimately getting in the way of their natural talents and abilities. Their energy is then directed into getting their need met instead of into their work goals.

NEED SATISFIERS

Performers need a job with a focus on where it is going to take them. Whatever they are doing is just a step toward where they ultimately want to be or imagine they should be. As a result, they look for jobs or careers with possibilities for promotion, a chance to stand out and the ability to make a lot of money. Performers need their work to be enjoyable, challenging and varied. They also require freedom from hierarchy, ongoing developmental opportunities and the opportunity to be acknowledged for their unique contributions.

They need to be inspired by the work they do. They welcome change, look for opportunities to engage with others and take breaks from the normal flow of work. This rarely gets in the way of them meeting their objectives because of their need for recognition and achievement. Their confidence and creativity is attractive and compelling to others, and they are generally popular with their co-workers. They use this same confidence and creativity to overcome roadblocks or bounce back should things not turn out as they had hoped.

Although they are excellent at meeting objectives, Performer employees need to understand how the work goals align with their own. They enjoy the excitement of learning new things and the potential for growing and developing in their work. They need time to consider how they are going to succeed at achieving their desired outcomes. They want to talk about ideas and opinions with others, getting them excited in the process. However, because Performer employees get a lot of attention during this process, they can keep talking about what they are going to do rather than getting down to business and getting it done.

