

Response to Coaching



for **Janet Pilkington**

© Self Awareness LLP | www.selfawareness.org.uk

Janet's Qualities

disciplined, analytical, technical, intense, sceptical, systematic, vigilant, private, logical, adaptable, enduring, possessive, persistent, responsible, attentive, tolerant, probing, reflective, suspicious

Response to Coaching

Building rapport: Janet is a logical and systematic person. She is a precise thinker and a hard worker who prefers to follow procedures in both public and personal life. Janet works in a painstaking manner, which is accurate, precise and attentive to detail. She will not be comfortable in antagonistic situations and normally acts in a diplomatic, tactful fashion. She is co-operative, a precise communicator who displays kindness and loyalty.

Relationships are developed slowly and on trust. Janet will differentiate between friends and acquaintances. Being a good analyser, she will follow your directions to agreed outcomes. She controls quality carefully and is normally confident within her own area of knowledge and expertise. There may be a tendency for Janet to be reluctant to approach others, particularly with problems. Ideally a coach should be naturally supportive and available for consultation.

Generally, Janet is quiet, serious and can be irritable if rushed or interrupted. She may appear tentative rather than firm and could stifle creative ideas by asking lots of detailed questions. She does not like any form of trouble or hassle. Janet tends to be careful, cautious and conservative, not trusting people readily.

Janet has very strong technical/specialist strengths. She has the tendency to spot flaws in advance, weigh the pros and the cons and make a sound decision. If faced with a problem that does not have a 'sensible' solution, she may become uncomfortable.

Overview: Quiet, thorough and attentive to detail; Janet is steady paced and hates making mistakes. She is amiable but not social. She is shrewd and will ask you for time to get things right.

Concentration: Janet likes the secure feeling that comes with knowledge. She is conscientious and likes to complete tasks thoroughly.

Time management: Janet likes time to finish things; tasks are analysed and precise. She is methodical; issues will be thoroughly thought through.

Working in Groups: Janet is courteous, diplomatic and calm. She likes to be part of a specialist group. She works quietly and consistently.

Detail and Research: Janet listens well and acts logically. She will appreciate hints and tips and your reassurance that she does not need to know *everything* to succeed.

Following guidelines: Janet follows instructions very well and should be easy to coach. She usually displays good timing and appreciates confirmation of tasks in writing.

Pioneering: Janet will dispassionately weigh up the available data before making a decision. She looks for neat elegant solutions and is pains-taking in approach.

Creativity/Originality: She is serious minded and will need a push towards genuine creativity, preferring a quiet stable environment.

Response to Authority: Janet will avoid upsetting people but is respectful only of the highest authority. She will appreciate your sincere support.

