



## Case study

# Erika Smith

### Position:

- \* Data Analyst
- \* Full-time hybrid employee
- \* Government

### Archetype:

- \* Translator

Translators are great at contributing to high-performing teams and increasing the effectiveness of people - so people like Erika are an important asset for managers who can leverage them to bring more team cohesiveness.

As a translator, Erika thrives in a team environment so it's not uncommon for her to sometimes struggle to retain focus and motivation if working in an isolated environment. In a group setting, Translators are looking to integrate and help people understand the work at hand - communication is a key strength so when working remotely, make sure there are still plenty of opportunities for them to collaborate.



# Erika's Big 5 profile

## Conscientiousness - 57%

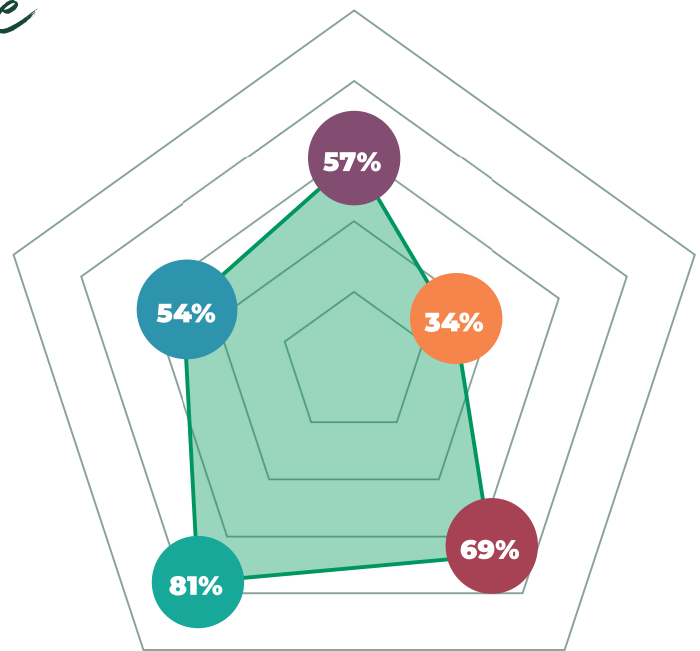
Erika is relatively conscientiousness, however it's not a defining trait and therefore ensuring she remains motivated should be a key focus of her manager. Set clear expectations around deadlines and quality standards, and provide regular feedback to help ensure she stays on track. Shared work plans with reminders and checklists are a great tool, particularly when working remotely.

## Neuroticism - 34%

People with low neuroticism tend to be calm and stable and less prone to anxiety, which makes them reliable and consistent performers. Recognise and reinforce their strengths in this area to boost their confidence and motivation. While they won't necessarily ask for support, it's important to still provide feedback. People with low neuroticism may be less prone to anxiety or fear of failure, so encourage them to take calculated risks and try new approaches. This can help them continue to grow and develop in their role.

## Extraversion - 69%

Those with high levels of extraversion can struggle when working remotely as they may feel isolated or disconnected. Hybrid scenarios are typically best, but effective remote work can be supported by engaging with others via virtual channels such as video conferencing, instant messaging, or social media. You can also schedule regular virtual coffee breaks, happy hours or team-building activities. Extraverts also enjoy collaborating with others, so provide opportunities for them to work on team projects, share ideas, and brainstorm new initiatives. Use virtual collaboration tools such as whiteboards, collaborative document editing, and project management software.



## Agreeableness - 81%

Highly agreeable individuals tend to be cooperative, empathetic and easy to work with. They are motivated by positive feedback and recognition of their contributions. While people with high agreeableness may be easy-going, it's important to remain clear on expectations. Their reluctance to cause conflict means it may take longer than usual to identify an issue in performance. Encourage them to provide regular updates and express their opinions.

## Openness - 54%

Managing someone with average openness requires clear and direct communication, practical solutions, and an understanding of their boundaries and preferences. People with average openness may prefer practical, concrete solutions rather than abstract or theoretical concepts. When discussing ideas or solutions, emphasise the practical benefits and real-world applications. Finally, encouraging curiosity and providing context can also help increase their engagement and motivation to perform.

# Erika's DISC Type

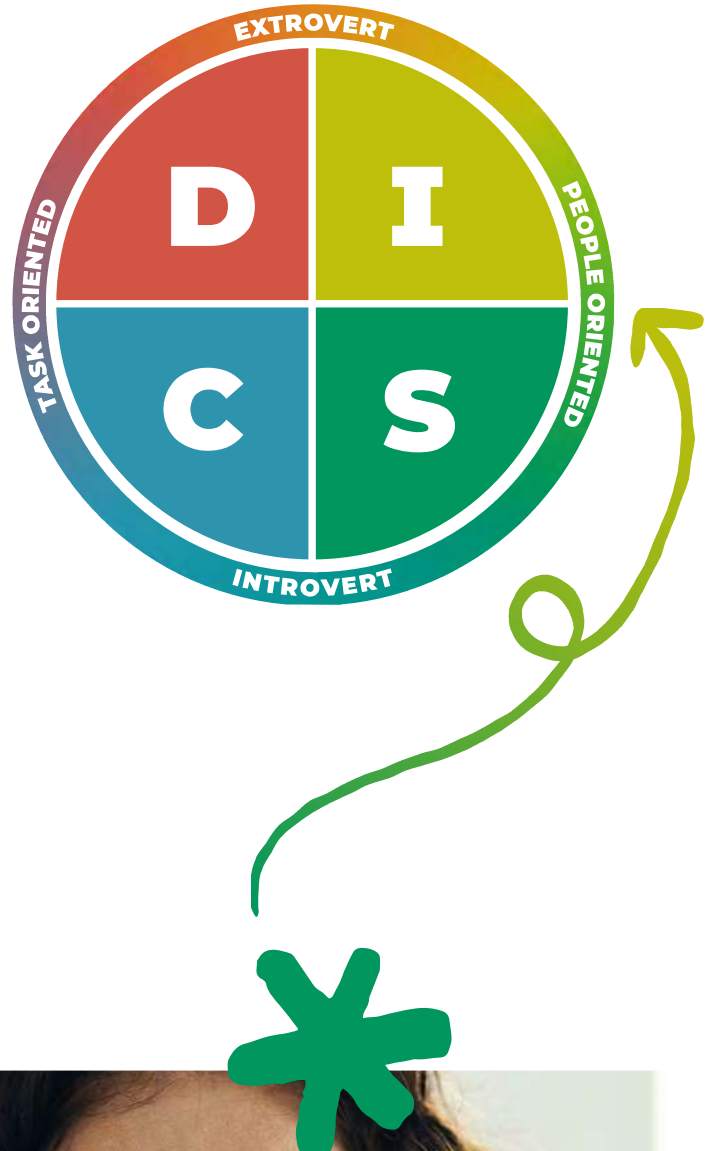
## IS-Style

In order to feel completely at ease, IS/SI-personalities need to know that they are appreciated, respected, and liked by those around them. They are motivated by this positive attention so managers should find opportunities to offer praise and encouragement and help facilitate connections with other team members.

IS-types welcome small talk, so managers should allow time for small talk unrelated to the task at hand, ensuring they point out any common connections or interests.

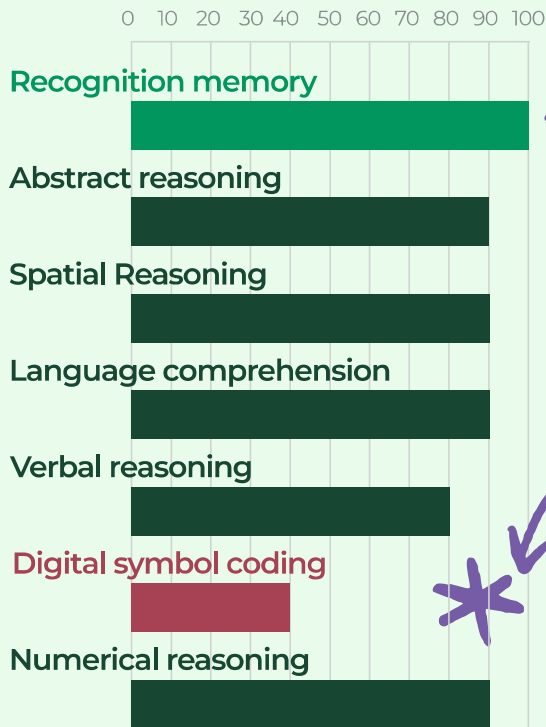
When IS-personalities encounter a great deal of stress, they often become over-accommodating. Because they find it hard to engage in conflict, when a difficult situation arises they become less active and more passive to the ideas and feelings of others. This is important for managers to be aware of so they can tackle these issues head-on.

IS-personalities will naturally gravitate towards opportunities to share and teach, so managers should look out for any opportunities to allow them to use this natural inclination.





## Erika's aptitude



Erika's aptitude test results can provide her manager with valuable information about her performance by helping them better understand her strengths, weaknesses, and potential for growth in specific areas.

Erika's recognition memory score is very high, which suggests she has strong memory abilities and is able to accurately recall and recognise previously encountered information. This is a helpful trait for roles that require a high degree of attention to detail, such as data analysis – her current position. Any issues around performance wouldn't be around her ability to learn or thrive in this career. Conversely, her digit symbol coding score is below average which indicates she may have difficulty quickly processing visual information.

## Erika's learning style

### Interpersonal



Interpersonal learners have a strong social style and communicate well with people, both verbally and non-verbally. They prefer learning in groups or classes, or like to spend much one-on-one time with a teacher or an instructor. Learning is heightened by bouncing thoughts off other people and listening to how they respond. To get the most out of this individual, managers will need to facilitate opportunities for group learning.

Because they prefer to work through issues, ideas and problems with a group, interpersonal learners need plenty of collaboration time to get the best results.