

## Case study

# Jason Chen

### Position:

- \* Software Engineer
- \* Full-time remote employee
- \* Financial Services

### Archetype:

- \* Doer

When managing a Doer like Jason, it's important to help them understand that others may need to talk things out to understand the goals the team is working towards or spend more time on the journey to find a solution.

Doers won't shy away from longer or more difficult solutions if they're able to get a sense of progression and achievement. They appreciate clear goals, outcomes, checklists, targets and structure so they know exactly what they're working toward for a sense of achievement.

Jason's results confirm that he typically requires low supervision and is well-suited to remote work environments. However, it's still important to have clearly defined KPIs and systems that allow tasks to be tracked.



**DOER**



# Jason's Big 5 profile

## Conscientiousness - 97%

Those with high conscientiousness are a good fit for remote work as they are motivated to see tasks done to completion without constant supervision. That said, staying across their key areas of focus is important as they tend to be very task-focused.

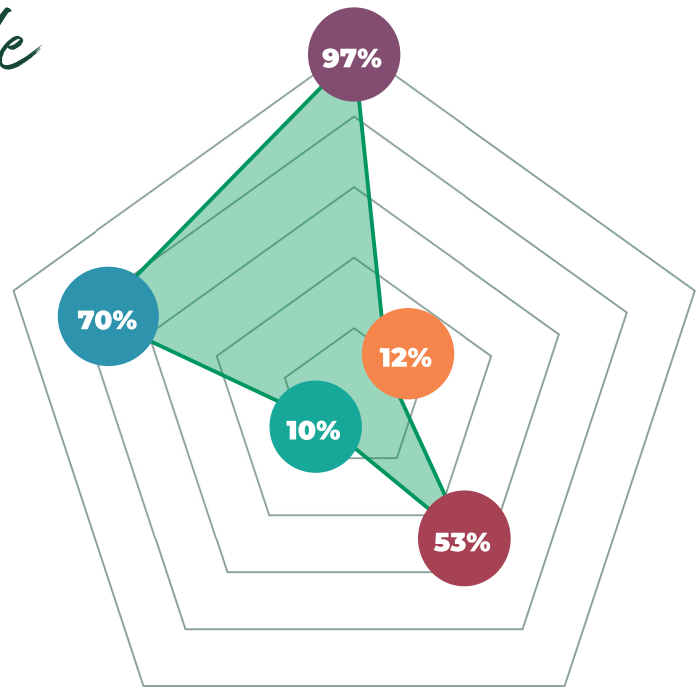
Conscientious employees like Jason may also have a tendency to overwork, so encourage them to maintain a healthy work-life balance by taking breaks, disconnecting from work after hours, and setting clear boundaries between work and personal life. While working remotely may be perceived as enabling work-life balance, it may be important to remind conscientious employees to switch off after hours to avoid burnout.

Conscientious employees are often driven by personal and professional growth, so providing them with remote professional development opportunities such as virtual training, online courses, or virtual conferences, will help them feel engaged and motivated.

## Neuroticism - 12%

Transparency is important for those with high neuroticism, so regular check-ins and information-sharing sessions are crucial to ensure they're not excluded from information shared in the office. Jason's scores also reveal a high level of anxiety, making it important for his managers to regularly check in to proactively manage workload-associated stress.

Neurotic employees respond favourably to feedback on their work and acknowledgement of their accomplishments. When remote, use virtual recognition platforms or video conferencing for team meetings.



## Extraversion - 53%

An extraversion score of 53% makes this individual an ideal candidate for hybrid work as they have the ability to engage and collaborate with colleagues and also recharge and focus when they're working remotely.

## Agreeableness - 10%

Low scores on agreeableness and low trust levels are important for a manager to be aware of. Transparency is key to getting buy-in and alignment with this individual and they need to understand and trust the decision-making process behind the request. Individuals with low agreeableness tend to work best independently. While they may not seek out feedback, having regular discussions on their performance can help to build trust and improve their work output.

## Openness - 70%

With a high level of openness, this person is capable of accepting new ways of working and redefining traditional approaches. If flexible working is important to this individual, the data suggests they are capable of adjusting their own behaviours and expectations to make it work.



# Jason's DISC Type

## C-Style

Cs are well-suited to remote environments as they work well autonomously. However, they still like to play an active role in a team - so facilitating virtual team meetings is important.

A lack of information, unclear roles, and little or no planning period will cause Cs to withdraw and shut down - so managers need to provide clear guidance on what's expected in a remote environment.

Flexibility is crucial for Cs, who like to be in charge of their work life. If kept to a regimented schedule, they will quickly lose momentum. To get the most out of Cs, managers should be as flexible as possible with timings and schedules.

