

## Meditative (M)

### Overview

*Innovation.* Continuously improving, refining what exists or systematically moving from the abstract to the concrete. Uses logic and rationale. This is a deductive and reductive approach moving back and forth from concrete to abstract and theoretical. A style of a loner. The style of a highly patient person who is most concerned with completing the challenge.

### Your thinking style

You like to deal with concepts using logical thinking. You like to link your thoughts together. You may be open to jumps to solutions but prefer to analyse them to discover and prove them to be correct. You are usually good at mathematics or the technical aspects of problems. You learn best by thinking through new knowledge and ideas proving them to be correct to yourself, often developing your own theories or ways of doing things. You prefer facts and your favourite questions start with "WHAT...?"

### Your creative style

When you are working on a challenge you generally...

- analyse ideas
- investigate
- innovate/improve
- experiment
- use logic and facts
- like challenges

### Your communication style

You tend to be a very precise and factual person when you talk and write. You are usually matter of fact, straight-forward and have very little patience with people who are "ramblers" or people who become too personal or are too talkative. You usually do not show much emotion in your voice. All you say or write is very clear and logical without any fuzzy, incomplete thoughts.

### Your leadership style

*Motivator.* Meditatives emphasize the use of facts and data. Generally very confident in themselves. Usually sold on objectives, on schedules, aware of importance of all major tasks. Will be flexible when necessary. Usually calm and cool, low key. Very logical about solutions. All input is assessed and considered. Tries to balance power. Would prefer not having to exercise power. May become too detailed and miss specific deadlines. Will persuade by logic and rational thinking. Focus is on logic and accuracy or correctness of solution.

If our style matches the people we are leading generally we work well together. If our style contrasts it may cause a range of problems. For example, if your style tends to be mostly Meditative, and you are working with ...

- *People who prefer Directive:* experience and research show you will have difficulty up to about 25% of the time. You will usually disagree and possibly argue over changing things that already work well, and that the Directive-oriented people are comfortable with.
- *People who prefer Intuitive:* experience and research show you will have difficulty up to 50% of the time. You will usually disagree and possibly argue over their lack of facts or data or their tendency not to be able to justify or rationalise how their idea is going to work.
- *People who prefer Negotiative:* experience and research show you will have difficulty up to 75% of the time. The Meditatives will want to think through ideas and solutions. They will want to analyse then to work out imperfections or bugs and probably run a short or small experiment to test out one or two workable ideas. The Negotiatives will prefer to simply bounce ideas of all those who are involved in the project and spend time brainstorming for new possibilities and not concern themselves with proofs or

exact data or solutions.

Leaders will be more productive (efficient and effective both) when they adapt, adjust or modify their style to their followers' individual styles rather than trying to cause all their followers to change to the leader's.

## Your basic needs

<b>Basic need</b>	Freedom to concentrate
<b>Recognition wanted</b>	Recognition for rational skills and logic
<b>General motivator</b>	Sense of accomplishment
<b>Basic want</b>	Room for concentrated growth and development
<b>Best working environment</b>	Supportive environment
<b>Preferred goals</b>	Consistent goals
<b>Respect you want to receive</b>	Respect for knowledge and skills

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