

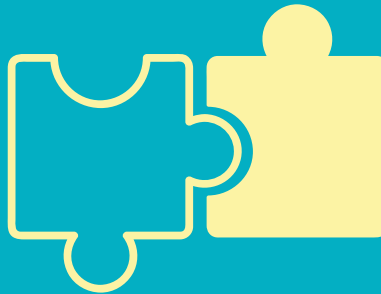


# THE DEFENDER

Stable, Security-orientated, Accurate

## VALUES

- High job security
- Clear roles and responsibilities
- Regular and accurate information
- Continuity and loyalty
- Order and clarity
- Time to prepare



## STRATEGIES

- Clear & regular communication
- Continuity
- Support through periods of change
- Consider risk of no change
- Regular review of progress
- Link goal achievement to security

## DESCRIPTOR



A Defender's need is for security. They need to believe that what they are doing is contributing to a solid and predictable future. Therefore, final retirement options, will enter into their calculations as to what is important. So will, in going for a job, the security of the company - its size, longevity, and track record. The need for security is one of the most powerful of all human needs - and it tends towards risk - avoidance. Safety is of prime consideration, along with assurance and re-assurance. However, a Defender may well take bold moves, so long as detailed calculations show the outcome is pretty certain. Being given accurate information frequently is highly motivating for the Defender.

## WHERE IT IS THE HIGHEST MOTIVATOR

Where Defender is the highest score, they will take specific and positive steps to assure their future. They will be prudent and seek low risk career paths with guaranteed pay-offs. Stability is good for them.



## WHERE IT IS THE LOWEST MOTIVATOR



Where Defender is the lowest score, they tend not to be bothered by a solid and predicable future much. They are likely to be a risk-taker, especially if Searcher or Creator are in their top 3 - and will tend to despise people who play it 'safe'. A low defender should guard against too much impulsive decision making and rationalising afterwards when clearly that was a mistake.