



TDI Type at Work Summary Report (with careers)

# The Type Dynamics Indicator

Version

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4th September 2019





# introduction

When you answered the questionnaire you were asked to indicate certain preferences to a number of different pairs of words or phrases. By adding your responses together certain themes can be identified. These themes can then be used to suggest the style and approach that you are likely to find most comfortable - something that others may recognise as your 'personality'.

What follows in this report is a description of these preferences. However, this does not mean that they fully define you or limit you. We are all complex and adaptable beings who respond to situations in a variety of ways which are not always defined by our personality. Hence our 'personality' can only suggest ways we might prefer to behave in a given situation. It does not determine what we do.

## **Your Results**

The style which is suggested by your pattern of responses to the questionnaire is described in the following pages. Remember that the name assigned to this style is just a nickname to help you to remember this complex set of preferences.

In this report you will see some ideas and suggestions about the implications of your set of preferences.

*When reading them do bear in mind that:*

*These are only suggestions and only define what you seem most comfortable with - not necessarily what you are good at.*

*Everyone can adapt his/her style to fit different circumstances - although some people find it easier to adapt than others.*

*Sometimes your answers do not give a clear-cut pattern and so the ideas and suggestions below may not always fit closely - so feel free to identify those that fit and to question those that don't.*

*If you find yourself questioning the accuracy of the report, before rejecting the suggestions it can be useful to imagine that they are true for some part of your life. Ask yourself where (specific situations) or when (perhaps when you were younger) they might be true - such an approach is generally more useful*



## A pen portrait of **the Inspector**

**This style tends to value dependability, responsibility and loyalty. Inspectors can be hard-working with a need for structure and order which helps them see things through to completion. They can have an eye for detail which helps them absorb, remember and use much factual information – something that can be extremely valuable when others are being too vague or fanciful. They love results that are tangible and measurable, where traditions are safeguarded and where there is order and structure. Their need for order and certainty is what often propels them to take charge.**

**They can come across as quiet, sober and serious but underneath they can have a droll and idiosyncratic sense of humour.**

## Your preferred work environment

People with your preferences often enjoy a workplace that is structured and organised. It follows that you would prefer to know what you are trying to achieve and how you are expected to contribute. You like to be practical and efficient and to make steady and visible progress. In situations where chaos reigns – and you have the knowledge and power – you are likely to enjoy taking charge and sorting out what needs to be done. You thrive on making sure that things are right and building your reputation as a finisher – a safe pair of hands. However, you may become stressed if demands are constantly changing or there are too many distractions – at which times you may need to beware of becoming a little too rigid or procedural.

## Your approach to change

Your preferences suggest an enjoyment for implementing and finishing rather than creating and starting. This leaves you open to new and different ideas and options, but only if you can see the practical advantages and how to take them forward. You are likely to approach new things by being thoughtful and rational, by seeking evidence and by carefully evaluating likely consequences. This style can be highly valued but it may also be seen as being reticent, resistant or even obstructive. This means that you may need more convincing than most people before accepting the need for change.

## When working with others you are likely to:

- Manage the time so that interaction is balanced with focus, peace and quiet.
- Prefer independence and autonomy – remaining quite self-contained.
- Focus on what needs to be done rather than how people feel.

## When trying to influence others you are likely to:

- Rely on your logic and analysis of a situation to make your point.
- Persuade by explaining and trying to simplify complicated problems.
- Bring in evidence to support your point of view.

## When planning you are likely to:

- Introduce discipline in terms of structure, order and procedure.
- Attend to the details that others ignore or forget.
- Take responsibility for getting things right and getting them finished.

## When making decisions you are likely to:

- Consider things carefully, reach a conclusion and take responsibility for its execution.
- Work to reduce ambiguity and uncertainty by seeking evidence and applying logic.
- Resist too many distractions or the exploration of multiple options.

## When achieving results you are likely to:

- Be hard-working and stay 'on-task' until the job is done.
- Clarify what is required, enjoy getting stuck in and making steady progress.
- Attend to the detail – perhaps, sometimes, becoming a little too perfectionist.

## Inspectors are likely to:

- Enjoy activities where results are tangible and measurable.
- Appreciate tradition, hierarchy, procedure and commitment.
- Value efficiency and work to make order out of chaos.
- Be consistent and can be relied on to see things through.
- Think logically and bring an objective and 'grounded' approach to decision making.

## Inspectors may need to:

- Develop greater flexibility – and avoid being too procedural.
- Allow situations to develop and be more tolerant of uncertainty and ambiguity.
- Recognise that the creative process can be chaotic and non-linear.
- Give a little more time to 'off-piste' activities.
- Avoid being so immersed in the facts and details.
- Show greater appreciation for others when things go well.

This style tends to value dependability, responsibility and loyalty.





## Jobs that Inspectors often consider

Below are some jobs that Inspectors can find interesting and which may help you to consider possible new ideas and directions for your career.

These should be seen only as a starting place for exploration, since how interesting any given career will be to you will depend on your own interests, experience, abilities and qualifications. Remember each job is likely to involve many different and varied elements and most people will find some elements they like and some they dislike in any job.

Bear in mind also that some of the jobs listed below could be long-term propositions for you since there could be many steps you would need to take before you gain the skills and experience they require.

The jobs listed below are only a selection from many which are suitable for Inspectors and have been provided only to get you started. You can click on any of the jobs to explore them further on the [www.myworkthemes.com](http://www.myworkthemes.com) website where you will find more detailed descriptions together with links to similar jobs, videos and other resources.

### Public Service & Administration

- Civil Service Administrative Officer
- Diplomatic Service Officer
- Member of Parliament

### Quantifying, Organising & Archiving

- Personal Assistant
- Administrative Assistant
- Health Service Manager

### Quality Control & Inspection

- Health and Safety Adviser
- Quality Control Technician
- Customs Officer
- Quality Manager

### Protective Services & Physical Instruction

- Merchant Navy Deck Officer
- Prison Officer
- Ambulance Paramedic

### **Engineering & Specialist Technical Services**

- Architect
- Quantity Surveyor
- Telecoms Technician

### **Medical Professions**

- Pharmacist
- Dentist
- Doctor - GP

### **IT, Computing & Specialist Engineering**

- Web Database Administrator
- Applications Developer
- Computer Games Developer

### **Physical and Mathem. Sciences & Tech Services**

- Maths Teacher
- Chemical Engineer
- Pharmacologist

### **Financial Services**

- Investment Analyst
- Management Accountant
- Financial Advisor