

Juan Luis Betancourt

CEO | Humantelligence Team

40

Fit score

Gaby Garner

VP, Global Marketing | Humantelligence Team

⚠ Major difference ✅ Strong alignment



Independent (42%)



Planner (35%)



Helper (23%)



Dynamo (46%)



Curious (27%)

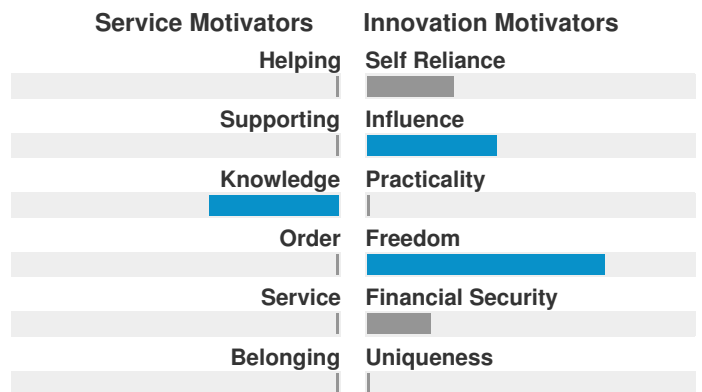
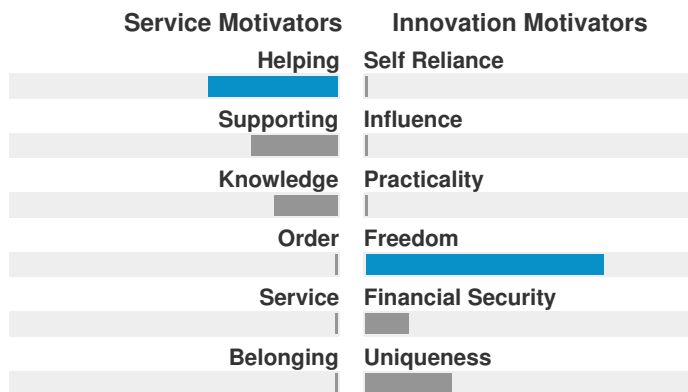


Influencer (27%)

Success Statement: I am motivated by **Freedom** and **Helping**, I work in **Steady** and **Deliberate** ways, and my ideal work allows for **New Solutions** and **Working with Facts**.

Success Statement: I am motivated by **Freedom** and **Influence**, I work in **Decisive** and **Spontaneous** ways, and my ideal work allows for **Variety** and **Working with People**.

WORK MOTIVATORS



Juan Luis' most prominent Motivators

Freedom

Values creativity over following established procedures. Likes to bring new ideas and adapts to change.

Helping

Willing to support, teach and coach others. Empathetic when dealing with the concerns of others.

Gaby's most prominent Motivators

Freedom

Values creativity over following established procedures. Likes to bring new ideas and adapts to change.

Influence

Brings a high energy level to meeting goals and objectives. Feels a sense of responsibility to engage others and get things done.

Differences and Alignments

⚠ Difference: Helping vs Self Reliance

An area of difference emerges here. On extreme end, Juan Luis with stronger Helping score may perceive Gaby with Self-Reliance as too selfish. Self-Reliance may perceive Helping as giving the store away. Avoid this by using complimentary strengths as needed.

⚠ Difference: Supporting vs Influence

Some difference here. Juan Luis likes to support, and Gaby likes to influence others. No one is wrong, and each need to appreciate the strengths that the other brings. No one needs to change. Just be aware of different drives.

✅ Alignment: Freedom

You are both very adaptable to new projects, and can set new direction when necessary. You see the big picture very clearly.

✅ Alignment: Knowledge

Common area of curiosity here. You both enjoy learning and have an appetite for knowledge. High technical competence.



Carefully thinks things through before acting. Takes risks only after analyzing the situation.

Can change focus quickly as the situation calls for it. Brings a sense of urgency to work tasks and team activities.

When solving problems Gaby likes quick solutions, and Juan Luis likes more calculated ones. No one is wrong, and different situations will require one or the other. Our coaching: Know when to apply the talents of each of you, as the situations demand.

IDEAL WORK



Prefers work that involves frequent social interaction. Enjoys talking and generating enthusiasm in others.

You make it happen in an environment that requires a high sense of urgency to get things done, now. Multiple simultaneous projects.

LIFE PRIORITIES



Responsibility



Achievement



Friendship



Integrity



Competitiveness



Cooperation

Tips for Communicating with Juan Luis Betancourt

- Likes to find areas of common interest with others. Will share opinions if asked, especially to questions about "how" to do something.
- Tries to have homework done and appreciates the same from others. Likes when someone supports a position with facts and data.
- Likes taking time to "break the ice" and not just rush into talking business. Doesn't respond well to a demanding attitude or tone.
- A careful decision maker, doesn't like to be rushed. Doesn't like haphazard presentations or emotional appeals.

Tips for Communicating with Gaby Garner

- Prefers to stay on track and talk about the pertinent issues. Wants to know what needs to be done and who is going to do it.
- Prefers an open and informal communication style. May add a sense of urgency to the conversation.
- Likes for people to get to the point quickly. Expects people to show up to meetings prepared.
- Doesn't need details unless they are absolutely necessary. May miss things, so recapping the conversation can be helpful.