

Juan Luis Betancourt

CEO | Humantelligence Team

humantelligence®



Independent (42%)

I follow a deep personal sense of direction and challenge existing methods. I suggest new ways of doing things to increase effectiveness. I see the big picture and communicate it to others.



Planner (35%)

I am an excellent listener and have the ability to calm those who are overly upset. I like a pace of work that is controlled, predictable, and able to be planned and charted.



Helper (23%)

I am very sincere and genuinely enjoy helping others. I am generous in sharing my time and talent with others, and I am a willing teacher and coach for others on the team.

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**.

Work Motivators: Freedom & Helping

Performance drivers that influence happiness and engagement at work.

- Values creativity over following established procedures. Likes to bring new ideas and adapts to change.
- Willing to support, teach and coach others. Empathetic when dealing with the concerns of others.
- Likes to challenge conventional thinking and appreciates unique perspectives. Not afraid to take calculated risks.
- Has a team mindset but willing to play a leadership role if called upon. Values equal and respectful treatment of everyone on the team.

Work Behaviors: Steady & Deliberate

Work behavior strengths expressed in the right situations.

- Invests in relationships and follows through on commitments. Remains cool under pressure and likes helping others.
- Carefully thinks things through before acting. Takes risks only after analyzing the situation.
- Reflective and thoughtful but can be assertive when necessary. Has a friendly poise when first meeting others.

Ideal Work: New Solutions & Working With Facts

Work characteristics that allow the best work to be done.

- Prefers work with high performance demands that requires solving new problems. Thrives on challenging assignments with the proper authority to carry out responsibilities.
- Prefers work that provides space for completing tasks independently. Enjoys critical thinking and taking a logical approach to assignments.
- Thrives in roles that require a sense of urgency to get things done. Appreciates open communications and information sharing.

Life Priorities



Responsibility



Achievement

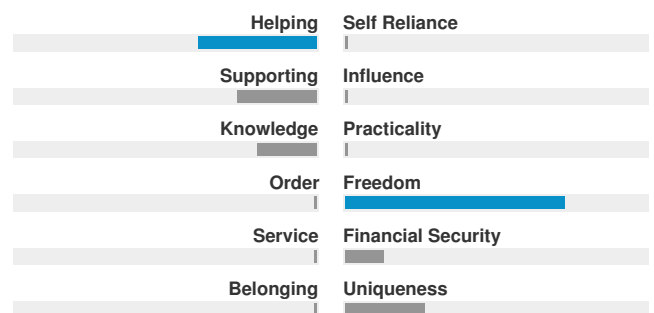


Friendship

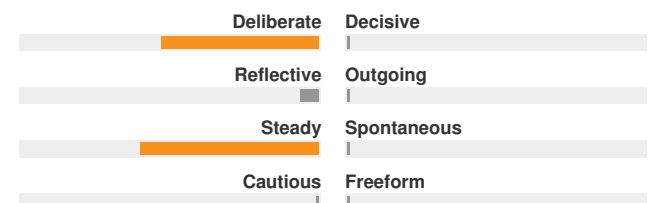
Tips for Communicating with Juan Luis

- 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.

Service Motivators vs Innovation Motivators



Stability Oriented vs Change Oriented



Systematic Environment vs Creative Environment

