



# Wasp

Delicate chaotic

Neuroticisme	_____	High
Agreeableness	_____	Low
Conscientiousness	_____	Low
Openness	_____	Low

Wasps tend to prefer conventional solutions to innovative ones. They tend to be chaotic and unstructured. This sometimes makes it difficult to keep promises (on time) and means that they do not always work in a planned way. Wasps tend to be dominant and do not like to be pushed around when working with others. Wasps prefer competitive environments and pay less attention to cooperation. Finally, wasps are rather sensitive. They quickly take criticism personally and do not easily put things into perspective. Wasps are therefore more likely to experience stress in tense circumstances.

### Innovation focal points

#### **CONSERVATIVE**

⊗ Do not try to cling to conventional solutions. Consider innovative alternatives.

*Ask yourself what you would change about an idea so that you would like it.*

#### **NONCHALANCE**

⊗ Don't be satisfied with your work too quickly. Agree on deadlines with others.

*Divide tasks into sub-goals with their own deadlines, which you complete separately.*

⊗ Provide enough moments where you are accountable to others.

*Explain to others what you have done and why. Let them give feedback, ask questions and suggest improvements.*

#### **DOMINANT**

⊗ In discussions, do not dismiss other opinions and really listen to them.

*VAsk others for individual preparation. Ask others for their opinion.*

#### **STRESS-SENSITIVE**

⊗ Do not try to avoid discussion and do not take feedback too personally.

*Think why stress is not necessary.*

*Seek help from colleagues in case of stress.*

*Anticipate tense moments..*

### Innovation strenghts

#### **DOMINANT**

⊗ Is assertive. Remains steadfast when ideas are implemented.

### Innovation roles for wasps

⊗ Critical voice during discussions (Please note that wasps remain constructive).

⊗ Pushing ideas and concepts through when they need to be implemented.

*People tend to attach great importance to personality reports. Even if this report is scientifically based, do not take this result too seriously or as the ultimate truth. Take it as a tool to think about personality in general.*