

C—Conscientiousness or Compliance

The Introvert

The Thinker

The Pessimist

Strengths

Emotions

Deep and thoughtful
Analytical
Serious and purposeful
Genius-prone
Talented and creative
Artistic or musical
Philosophical and poetic
Appreciative of beauty
Sensitive to others
Self-sacrificing
Conscientious
Idealistic

As a Parent

Sets high standards
Wants everything done right
Keeps home in good order
Picks up after children
Sacrifices own will for others
Encourages scholarship and talent

At Work

Schedule oriented
Perfectionist, high standards
Detail conscious
Persistent and thorough
Orderly and organized
Neat and tidy
Economical
Sees the problems
Finds creative solutions
Needs to finish what he starts
Likes charts, graphs, figures, lists

As a Friend

Makes friends cautiously
Content to stay in background
Avoids causing attention
Faithful and devoted
Will listen to complaints
Can solve other's problems
Deep concern for other people
Moved to tears with compassion
Seeks ideal mate

Weaknesses

Emotions

Remembers the negatives
Moody and depressed
Enjoys being hurt
Has false humility
Off in another world
Low self-image
Has selective hearing
Self-centered
Too introspective
Guilt feelings
Persecution complex
Tends to hypochondria

As a Parent

Puts goals beyond reach
May discourage children
May be too meticulous
Becomes martyr
Sulks over disagreements
Puts guilt upon children

At Work

Not people oriented
Depressed over imperfections
Chooses difficult work
Hesitant to start projects
Spends too much time planning
Prefers analysis to work
Self-deprecating
Hard to please
Standards often too high
Deep need for approval

As a Friend

Lives through others
Insecure socially
Withdrawn and remote
Critical of others
Holds back affection
Dislikes those in opposition
Suspicious of people
Antagonistic and vengeful
Unforgiving
Full of contradictions
Skeptical of compliments

Interview Techniques:

1. They are most sensitive people on your team. When they are criticized, they may stop working.
2. They try to be perfect and get nervous and mess up.
3. Do a two-part interview.
4. Ask: "Tell me what you have heard about Mary Kay, both positive and negative."
5. She's waiting to see if you are realistic, so bring in some facts to build credibility.
6. Benefits to them: financial statements, annual reports, facts in prints, company literature
7. They would be impressed if you admitted you didn't know the answer to something, but that you'd find out from the Dallas office.
8. Greatest Fear: Criticism of their work. They don't want to be wrong. They want a guarantee they can do it. They want step-by-step plan.
9. Interview questions: If you had a step-by-step plan, could you do a competent job? What is your background? Do you work better with figures or with people?