Further Insight

	BE PERFECT	HURRY UP	PLEASE PEOPLE	BE STRONG	TRY HARD
Strengths	Attention to detail Accuracy Getting it right Never good enough	Project start-up Meet deadlines (?) Energetic Enthusiastic	Good team worker Gets on well with others Good communicator Innovator, not inventor	Strong in crisis Not obviously panicked	Well-motivated 100% effort Look for alternatives Self-motivated
Weaknesses	Slow Pedantic Never finished Irritating Miss deadlines Effective but not efficient	Arriving on time / finishing Miss essential detail Do not work well with BE PERFECTS	Reluctant decision-maker Too busy considering others Not inventors Too sympathetic	Bottle things up Snap in private Can't solve problems	Misdirection? Expensive Effort for the sake of it Demotivate Make complicated
When Are They Effective?	Contracts Legal documents Patents Proofing Inspection Research	Getting things going Action more important than accuracy	Teams Arbitrator Training Building good relationships	Cornerstone in a crisis Good negotiator	Design stage Alone Clear criteria
When Are They Destructive?	Tight time scales Finishing projects High-level plans Strategy	Detail required must be considered Rule breaking Legal / Contracts	Poor leaders Can't deliver criticism	People issues	Expensive Uncomfortable with short timescales Difficulty when many options available Unwilling to get help
Key Learning / Change Points	Willing to give in at 95% Deliver on time regardless of detail	Being Early is not a crime	Just get on with it	Be emotional Ok to admit weakness	First effort Make them take holidays
How to Handle These People	Agree rules Stress time over accuracy Check progress	Encourage them to be on time	Encourage Support	Trust Confidence	Set clear requirements Monitor progress Get information the first time