



Scott Ingram

Scott tends to enjoy adventure and freedom, with a high tolerance for risk and not much patience for rigid structures.

SPONTANEOUS

VISIONARY

CONFIDENT



## Personality Comparison



 **What comes naturally to Scott**

Feel comfortable making decisions with limited information

Comfortably function as the primary speaker in a group

Find ways around the rules

Make a decision more quickly than most people

**Relationship:** Walter and Scott both tend to be adventurous and assertive, with a high tolerance for risk and a desire to see quick results. However, they also may need to set clear boundaries when they collaborate, as each prefers to have control over their own tasks and environment.

 **What energizes Scott**

Bold ideas

Opportunities to perform and entertain

Winning other people over

Thinking on his feet

**Relationship:** Both Walter and Scott are motivated by results and recognition along with fun and excitement.

↘ **What drains Scott**

Following lots of rules

Feeling held back by process

Repetitive, routine tasks

Over-planning

**Relationship:** Both Walter and Scott may respond to stress by making quick decisions, potentially without enough planning or calculation.

🗨 **When speaking to Scott**

Bring lots of energy to the conversation

Emphasize the future

Project boldness and confidence

Stick to the big picture

**Relationship:** Both Walter and Scott may appreciate direct and brief conversations that are focused on new, bold ideas.

 **In a meeting with Scott**

Show confidence and enthusiasm

Start by casting an exciting vision

Avoid too much formality

Remain upbeat and positive

**Relationship:** Both Walter and Scott appreciate a quick meeting that is high energy, exciting and promptly gets to the bottom line. Walter could open with an exciting story to get Scott interested.

 **When emailing Scott**

Do not include too much detail.

Use abbreviations and shorteners where appropriate.

Avoid too many attachments or links.

Use a direct introduction, rather than an overly friendly one.

**Relationship:** Both Walter and Scott may appreciate emails that are concise, upfront and highlight an exciting, important bottom line.

## 🕒 **To convince Scott**

Match his energy

Turn on the charm

Present exciting opportunities

Discuss next steps

**Relationship:** Scott is likely to push back against someone who tries to persuade them until it's clear how their mutual goals align. Walter can likely move quickly at their natural pace and focus on the positive results that Scott will see from a decision.

## 🕒 **How to negotiate with Scott**

Allow for quick decisions.

Project assertiveness and confidence.

Use your charisma to tell compelling stories.

Challenge both parties to come up with a better solution.

**Relationship:** Walter and Scott both tend to be persuasive, energetic, and fast-paced in negotiations, which can be enjoyable for both people but may prevent them from reaching practical conclusions.

### **Providing feedback to Scott**

Focus on his potential and desire to see him fulfill it.

Create friendly competition to improve performance.

Provide positive peer recognition.

Allow him to make changes and iterate quickly.

### **Resolving conflict with Scott**

Allow him to suggest new approaches to the problem.

Avoid being passive about a solution.

Give him autonomy during tense or chaotic situations.

Avoid micromanaging or controlling his schedule.

**Relationship:** Both Walter and Scott are likely to be comfortable with direct verbal conflict. However, they both may prefer to maintain a positive environment and therefore may want to bring conflict to a conclusion quickly.

## Navigating change with Scott

Reduce the amount of details

Ensure that he respects existing structures

Clarify his understanding of the expectations

Bring things to the surface

**Relationship:** Walter and Scott tend to be very open to change and comfortable taking risks which can lead to very quick decisions.

## Potential strengths for Scott

Trusts intuition and ability to improvise.

Uses goal-oriented approach to assigning work, omitting unnecessary details.

Quick, independent and firm when making decisions.

Able to take action with limited information.

## Potential blind spots for Scott

May resist formal structures and rules.

May not involve others in problem-solving due to desire for an immediate solution

May have trouble following consistent, predictable routines.

May be overly brief in communication



## **When working with Scott**

Let him take the lead

Don't assign him to routine tasks

Maintain a fast work pace

Set ambitious team goals

**Relationship:** Both Walter and Scott may move quickly when working together, but may bounce from idea to idea without focusing.

## **How to work with Scott**

[Change relationship](#)

### **DO:**

Encourage him to use his persuasiveness and charisma to benefit the group.

Help him develop structure and processes to be more efficient.

Remain generally open to change and new possibilities.

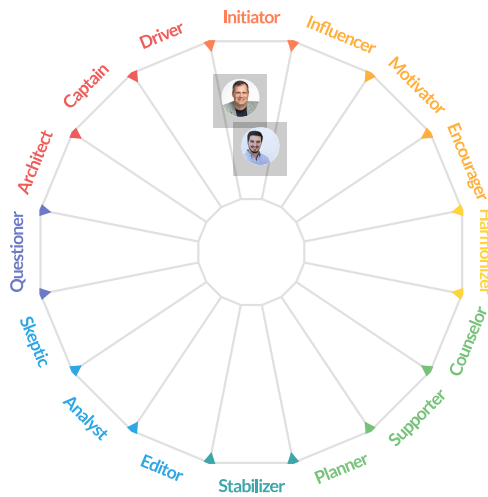
### **DON'T:**

Provide a lot of directions and processes for him to follow.

Require information to be well-organized and complete before it is presented.

Ask for lots of follow-up and reassurance.

[View full relationship report](#)



Type: **Initiator (DI)**

Scott tends to enjoy adventure and freedom, with a high tolerance for risk and not much patience for rigid structures.

Walter tends to be decisive, forward-thinking, and spontaneous with a natural aversion to rigid structure.

Fit Score

60  
out of 100

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