

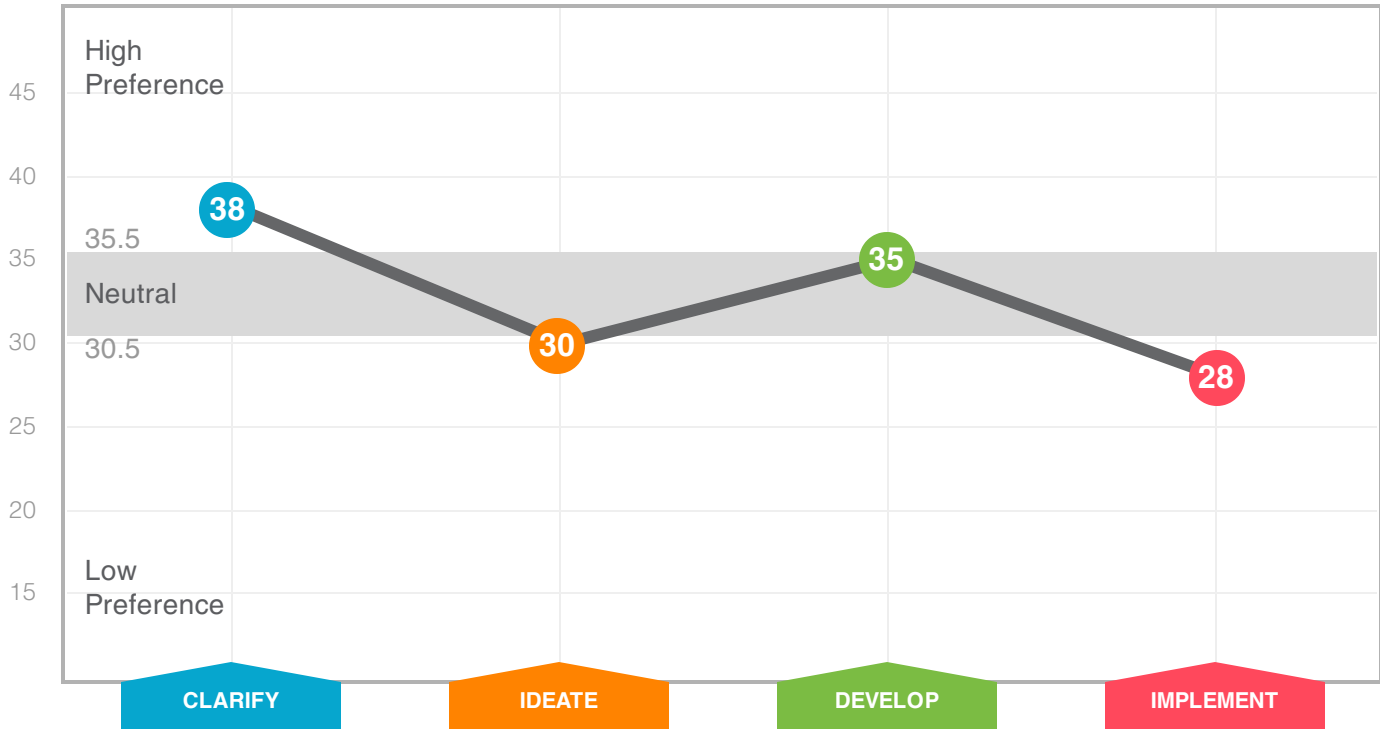
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FourSight® Thinking Profile

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Clarifier

prefers to

CLARIFY

Clarifiers have a desire to know the facts, figures and history of a situation. Their firm grasp of reality ensures that progress occurs on solid ground. Clarifiers want to pinpoint the right problem to solve in order to avoid wasting time on off-target ideas and irrelevant solutions. Clarifiers are precise when it comes to research and information. They pay remarkable attention to detail and often have excellent recall. They are conscientious, dutiful and diligent, showing a high degree of patience for work that requires close scrutiny of information. Before leaping into action, Clarifiers want to understand the nature of the challenge and will ask questions (and more questions) to gain clarity. This need for information can lead to unique insights, but it can also lead to “analysis paralysis.” Clarifiers’ desire to think things through before they act can make them overly cautious and slow to embrace change. Their effort to secure all of the facts might not always be worth the investment of time. Clarifiers may need to build their tolerance for ambiguity and risk and recognize that sometimes any action is better than no action. When others get enthusiastic about a new idea, a Clarifier’s questions might come across as negative or skeptical. Clarifiers should assure others that their intent is not to criticize, but to use their clarifying powers to launch others forward on the right footing.

FourSight® Thinking Profile measures thinking preferences, where you gain and lose energy when you try to solve a complex challenge. There are no “good” or “bad” scores. Each of the 15 FourSight Profiles has its own strengths and blind spots. The goal is not to change your thinking preferences, but to understand how they affect your decision making, your perceptions, your stress levels and your interactions with others. Self awareness helps you solve challenges more effectively.