

## Activity 3

# Explore your ideal work environment

Different personalities thrive under different work conditions. So what could be your ideal work environment?

Read through each section (**Creativity, Thinking, Drive, Connection**) of your report and aim to understand in which environment your strengths would fit best.

The questions below might help you to distil the characteristics of your ideal work environment.



## Creativity

**Understand if you thrive more in an environment where you need to come up with original and innovative ideas or where a logical and analytical approach would help you solve the problem.**

- How do you like to find solutions?
- Do you prefer structure and a stable environment, or do you need a lot of change?
- What environment do you need in order to come up with creative solutions?
- Do you come up with completely innovative solutions or are you better at solving problems by combining what you know in new ways?



## Thinking

**Understand if you succeed in an environment that requires deep-thinking or rather quick and intuitive solutions.**

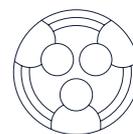
- Do you like to dive deeper into a specific topic, or do you prefer to be a generalist?
- Do you like to think through all the options, or do you enjoy making quick intuitive decisions?
- How much of your work should be strategic and how much operational work?



## Drive

**Understand what drives you at work.**

- Where do you get your energy from? From achieving a goal, from having a good work-life balance or both?
- Do you enjoy being the centre of attention or do you prefer to help others to shine?



## Connections

**Understand if you thrive in an environment where you need to establish and retain relationships or where you mainly work independently.**

- How do you manage relationships?
- How do you manage yourself?
- Do you prefer working independently or in a team?

# In need of some inspiration?

Here are some examples showing you the ideal work environment for different personality traits. Whilst the below examples are very broad, your Wingfinder Coaching Plan gives you more targeted insights into the environments you thrive in and those that make it hard for you to succeed.

## You thrive in an organization / job that...

### Creativity



People who are more **Focused, Pragmatic** and **Classical**, tend to enjoy working in an environment that has clear guidelines, goals and is overall structured. They enjoy working in companies that have a clear direction and that value realistic and less complex rather than shiny and highly complex solutions to problems. Often companies that offer this environment are bigger and more mature organizations.

People who are **Adaptable, Innovative** and **Open to Experience**, tend to enjoy ambiguity and coming up with new and innovative ideas and solutions. They dare to try something new and therefore value companies that give them the freedom to try out different ideas and to take some risk. Often start-ups provide or innovation driven companies that are challenging the status quo can be the right destination for those people.

➤ For more insight on the 6 types of creativity, [click here](#).

### Thinking



People who are **Agile** or **Analytical** enjoy working in an environment that requires them to solve complex problems by leveraging their analytical and critical thinking skills. They also tend to enjoy working in an environment that sees constant change or where they can learn a lot. However, as they enjoy being able to think through different solutions before deciding, they also enjoy more strategic roles where they have the time to do so.

**Intuitive** and **Hands on Learners** enjoy working in environment that values doers over thinkers. Those people tend to solve problems by relying on their intuition or what they have tried in the past and experimenting in the now rather than their critical thinking skills to first evaluate options. A **Balanced Learner** can flex in either of the above-mentioned directions.

➤ For more insight on the 5 approaches to problem-solving, [click here](#).

### Drive



People who are **Patient, Relaxed** and **Modest** tend to enjoy working for companies that value team performance, harmony and that prefer more thought through solutions rather than quick decisions.

People who are **Disciplined, Achiever** and **Confident** tend to like working for companies that value performance. Potential employers could be consultancy firms, start-ups, or performance-driven and more individualistic companies. Those people also thrive in roles where they have clear deliverables toward which they can work.

➤ For more insight on the 6 types of drive, [click here](#).

### Connection



People who tend to be on the right side of the bars (**Supportive, Sociable, Balanced, Diplomatic**) tend to prefer working in environments where they are in constant interaction with other people. They fit in companies and roles where they either work in teams or in constant contact with externals and customers or clients.

People who tend to be on the left side of the bars (**Autonomous, Independent, Emotive, Direct**) thrive in environments where they mostly work independently and where they are less reliant on other people. Jobs and companies that require a lot of individual thinking work and that provide clear projects that can be completed individually are their ideal working ground.

➤ For more insight on the 8 approaches to human connection, [click here](#).

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