



# THE EVALUATOR

## Thinkers Group

The Evaluator is one of a group of Character Types that we call Thinkers. The Thinkers, in turn, form a group within our overall Character Family as shown right



## Character Summary

**The Evaluator is very independent, and values independence in others. Evaluators can play the team game, but then prefer to go and get on with it, working in sporadic bursts of energy; although quite deep and private, the Evaluator can at times seem a little outspoken because of their directness of communication and economy of words. The Evaluator can be direct and to the point, which some people may find a little surprising at first.**

Other people may assume that the Evaluator says very little. But this is only when there is nothing to say. The general chit-chat of social life is not for them and they prefer to speak only about areas which interest them.

## "I DON'T BELIEVE IT!"

There is an expedient side to the Evaluator character, and this means they will focus on the things that interest them most, and can actually become totally absorbed in such activities. The routine, the detail, do not play to their strengths, and they tend to work in short bursts of energy rather than in a more planned and methodical way. The Evaluator will follow-through but the routine and detail of more methodical tasks does not come naturally.

The Evaluator is intellectually curious and enjoys the more complex and theoretical problems, often for their own sake. Practical application has little interest for the Evaluator, who prefers identifying the solutions and then leave someone else to plan the work.

In a group situation, the Evaluator will be the one who points out the downside, the one who protects the team from self-deception, and the one who can see the follies of ideas quickly and focus the group on a new direction. The Evaluator is a great critic, and will be blunt in the assessment.

## What You Will See

Evaluators have a special talent for generating and analysing theories and possibilities to prove (or disprove them). They have great insight and are creative thinkers and have exceptional logical and reasoning skills, which means they can absorb lots of complex information and

Detached, Sceptical, **Flexible**, Deep, Casual, Critical, **Rational**, Impulsive, **Evaluator**,  
Conceptual, Strongwilled, Autonomous, **Bursts of energy**

analyse theories. Evaluators will be happiest in roles which allow them a great deal of autonomy in which they can work primarily alone on developing and analysing complex theories and abstractions, with the goal of their work being the discovery of a truth, rather than a practical application. A love of theory and abstract ideas and less interest in the practical application

- A desire to understand things by analysing the underlying principles and structures
- Will value knowledge and competence above all else
- Independent and original, possibly seen as detached and uninvolved, value autonomy
- Often have little desire to lead (or follow)
- A dislike of mundane detail, a tendency to work in short bursts of energy
- Creative, bright and insightful
- Trust their own insights and opinions above others

## What Comes Easy

The ultimate pragmatists Evaluators are not marathon runners but sprinters and so will work in short bursts of energy and during such periods the emphasis will be on getting it done. They get extremely bored by routine preferring to focus on bigger issues; the conceptual, the problematic and the logical, and they will work long and hard at such issues.

However, their boredom threshold is low and once the activity becomes mundane, maintenance or about follow-through, the Evaluator will once again disappear into their own world of ideas and possibilities.

- A laid-back approach, easy-going and a willingness to defer to others
- An enthusiastic approach to things which interest them
- Imaginative and creative - usually bright and can grasp difficult concepts
- Unlikely to feel personally threatened by conflict or criticism
- Outstanding trouble-shooters often seen as the 'gurus' of their professions
- A respect for formality and precision in communication so convey their ideas in full
- They work in huge bursts of energy which means they get things done quickly

## What Needs Developing

The Evaluator can be very difficult to know as they will tend to be very sceptical and wary about close emotional involvement as emotions tends to be slightly outside their own life-space of 'rational' issues. If someone gets too close too soon they may find that the Evaluator 'closes down.'

This means that they may not pick up on the verbal and non-verbal cues and thus tread on toes or fail to notice another person's feelings and can therefore be seen as slightly cool. They also prefer work which interesting and has challenge and meaning.

- Looking beyond the logical and rational and be guided by others feelings and emotions
- Expressing their own feelings and emotions in group situations
- Sticking to the task and seeing it through - trying to see the benefit of completion
- Confronting difficult situations/conflict head on, objectively rather than avoiding it
- Being objective and open minded about suggestions and ideas from others
- Working and living with other character types where the differences are significant