



# THE INSTIGATOR

## Thinkers Group

The Instigator 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 Instigator is very closely attuned to their surroundings and constantly on the lookout for opportunities and possibilities which will feed their strong desire for something new. An Instigator will be like a breath of fresh air, infusing people and projects with a whole array of new ideas and creative ways of doing things. However, they can become bored, withdraw their energies as they go off in search of the next 'fix.'**

Instigators love telling conceptual stories. They will often go off at tangents, weaving apparently contrary pieces of information into a conceptual whole, bringing others in and teaching them in the process. Curious, communicative and challenging, the Instigator loves intellectual debate, is spontaneous (at times shockingly so), and assertive.

## "NO, LET ME EXPLAIN!"

These characteristics also mean the Instigator can be intellectually promiscuous, enjoying one new sensation after another, one new idea after another and constantly looking for bigger and better things. They are also better at the 'front end' of projects and may lose interest once the initial fascination has passed. The Instigator is expedient, will disregard rules, regulations and obligations and follow their own instincts and urges. The upside of this is the ability to bring whole new perspectives and ways of looking at things. The downside is that they may leave loose ends, and lack follow-through. The Instigator's independent streak make them excellent at challenging the status quo, self-deception and self-delusion, but this challenging can, at times, become critical or negative if the Instigator becomes bored or feels stultified or threatened.

An Instigator will be interested in most things, excellent at reading people and situations and possess a wide range of views, interests and knowledge. This may, of course, be at the expense of depth, in that the Instigator will want to quickly move on to new pursuits, often before 'completing the course.' They are unconventional, sporadic, work with amazing bursts of energy with an enthusiasm that can be almost tangible.

## What You Will See

Instigators are lucky in that their capabilities are wide-ranging - they are generally good at anything that has captured their interest. Instigators are likely to be successful in many different

Frank, **Challenging**, Original, Creative, **Complex**, Expedient, **Analytical**, Rule-breaker, Questioning, Theoretical, **Adventurous**, Unconstrained, Intellectually promiscuous

careers. Since they have a lot of options open to them, they will tend to choose roles that allow them a lot of personal freedom where they can use their creativity to generate new ideas and solve problems. They will not be at their best nor happy in positions that are routine, regimented, or confining.

- Great delight in generating ideas and theories
- Flexibility and a wide range of interests
- Excellent communication skills
- A resistance to being controlled by people
- Lively and energetic; able to motivate others
- Individuals who place a high value on knowledge and competence
- Logical, rational, radical thinkers
- An ability to grasp difficult concepts and theories

## What Comes Easy

Typically good-natured and upbeat, Instigators can be delightful people to be around. They get a lot of enjoyment and satisfaction from interacting with others, and especially enjoy discussing and debating theories and concepts that interest them although they may be prone to initiate arguments because they enjoy the debate.

Generally fun-loving, gregarious and charming, Instigators are driven by the new, the novel, and the fresh and so are great at the front end of projects where their flexibility and enthusiasm is infectious.

- Enthusiasm, positive and often very popular
- The ability to charm, being funny and witty
- Excellent communication skills
- Will see ways to do things others may not have considered
- Will give quick and wide-ranging answers to any question of interest
- An ability to juggle many differing jobs or processes at the one time
- Will quickly find the best or most useful side of others
- The ability to solve puzzles and problems that have no obvious way to resolution

## What Needs Developing

Most of the weaker characteristics that are found in Instigators are due to their penchant and desire to come up with ideas and schemes which just needs to get going – and now! The drive, energy and enthusiasm exhibited by most Instigators is usually motivated by the need to go and do something – something big, something exciting, something grand. And the activity they were working on previously? Well that can wait because this really is the big one! No really!!

- Sticking to the plan, ensuring the detail tasks are scheduled and completed
- Sticking to the task and seeing it through – trying to see the benefit in completion
- Taking a back seat and reflecting whilst others contribute
- Being more objective and open minded about suggestions and ideas from others
- Taking time out to consider and understand other people's feelings and their impact
- Taking active time out to provide reassurance and commitment to others