



THE MONITOR

Protectors Group

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



Character Summary

The Monitor is the behind-the-scenes worker making things happen. Their sense of duty and loyalty means that they will rarely be happy on the frontline, preferring to be the engine room. The Monitor is the sensible, 'perfect-type' of character, who wants to get it right and 'do good.' Their value to the team is protection - from mistakes, from omissions, from self-delusion and from going off-track. They love seeing things come to fruition. Ideas, complexity and imagination are of value only if they lead to a practical end result.

A Monitor needs to be clear on what is expected, and then will plan and work with consistent and steady energy towards completion. Opinions are slowly arrived at and consequently will be well- thought out, tried and tested. The Monitor is not prone to bursts of emotion, flying by the seat of the pants nor will they thrive in a chaotic environment - unless they have the opportunity to formalise it! Logical, detached and detailed, Monitors pride themselves on their store of data and knowledge, all arrived at with clinical procedure and experience. They take great care to get it right and like people to take responsibility for their actions - and mistakes.

"I SAY WHAT I MEAN AND I MEAN WHAT I SAY"

Serious-minded, individualistic and thorough, the Monitor may focus so much on the task that they forget the needs of others - including themselves. Monitors like to plan, schedule and drive through to completion, in a logical linear sequence. Any deviation from the plan would be questioned and may take some convincing of its merits. A Monitor can be trusted to complete, to work hard and play by the rules. However they may not always articulate how they're feeling or even how things are progressing. They plan the work and work the plan, so why should there be any need for updates!

What You Will See

Monitors have one character trait that puts them at a definite advantage in terms of career success - perseverance. However, there are areas in which they will function more happily and naturally. A Monitor will do best in a role where they can use their excellent organisational and

Logical, Detached, Detailed, Completes, Protects, Organises, Factual, Quiet,
Practical, Pragmatic, Sensible, Steady, Loyal

detail skills and also their powers of concentration to create order and structure. The Monitor naturally brings order to chaos and will have the willpower to get things done but they do not like constantly shifting environments and those where hard work and dedication is not valued.

- They value tradition, structure and security, will work long and hard to fulfil duties
- Good at detail and follow-through, stable, practical and down-to-earth
- Loyal, faithful and dependable
- Will be uncomfortable doing things which don't make sense to them
- They often prefer to work alone, but will work well in a team when it makes sense
- Strong respect for facts and making decisions objectively, applying logic and rational thinking
- Very high standards for their own behaviour and the behaviour of others
- May not naturally tune-in to how other people are feeling

What Comes Easy

The Monitor naturally tunes into the actualities and specifics of life and thus they will be reliable, loyal and work with existing, known facts and data. Conscientious, hardworking and serious about their undertakings Monitors are built for action, to work tirelessly in achieving the agreed goals. The Monitor may not have been the one to set the goals but will make sure they are met - to the letter, working methodically, carefully and taking it very personally. Everything is taken literally (with no irony) and they pride themselves on being careful and accurate about 'the facts.'

- Honouring their commitments
- Communicating with concrete precision, the facts
- Tolerating conflict situations without much emotional upheaval
- The ability to get through large amounts of routine work
- A respect for rules and order, they value honesty and integrity and seek to live by these
- A 'stick with it' attitude, not afraid of hard work, and will put in a great deal of effort
- Using their inner store of facts for the benefit of an organisation
- Uncomfortable with decisions based on emotions rather than objective criteria

What Needs Developing

The Monitor is the protector of 'the way' i.e. will uphold rules, regulations and meet obligations and as such would be in many ways the ideal 'company person'. This does mean that they may not like quick change unless they can see the wider benefits; 'set the goal and leave me to it' is their motto. In this sense the Monitor is the perfect company person, selfless, tireless and committed - but they may want to follow the agenda rather than set it.

- Giving others headroom, particularly when suggesting solutions to problems/issues
- Listening objectively to other people's concerns and feelings
- Being more flexible and open to change in a schedule
- Taking a deeper interest in others and their interests
- Being open to less objective or logical criteria in decision making or planning
- Breaking from the routine and the plan, being more spontaneous
- Taking a step back and creating time to look at the bigger picture
- Building in time to reflect and check before committing to action