

Facet5 Career Motivators

Career Motivators Profile Sample Profile

Date 2025-04-01

Company IPM

Project

astute **non-judgemental collaborative** forthright enthusiastic
vigilant independent **reserved** pragmatic **goal-focused**
perceptive creative critical



Introduction

When we understand our strengths, how we like to work, what we like to do and where we thrive, we bring conscious choice to our careers. By providing a language and description of our preferred ways of work we can start to build a career that works for us while affirming our personal value and contribution.



While many factors influence our work choices our personality is one of the main drivers. Your Career Motivator report looks at your core personality and supports you with information on four critical areas of career planning:

- Your Strengths,
- How you like to work,
- What role elements motivate you, and
- The type of environment in which you thrive

For any job – or career pathway – it’s so important to lay this foundation of understanding. When combined they provide essential elements to build an effective and meaningful career plan.

The Facet5 Career Motivators are listed below

The following are the seven Facet5 Career Motivators that support you in identifying your ideal environment.

	General Management	These environments appeal to people with wide ranging interests who aspire to general management and leadership. Driven by the ability to influence things, to have authority and to be able to work with and through a team.
	Classic Career	Such environments offer continuity, structure and organisational support. People will have time to reflect and build their skills. Work is taken seriously and people apply themselves.
	Contributor	Such environments make a positive contribution to the community at large. They are doing something worthwhile and being of service to others. Trying to make the world a better place. The environment is team oriented and builds close relationships.
	Unconstrained	Environments like this appeal to people with a highly creative streak and who will constantly search for innovative solutions. People are encouraged to push the boundaries, to set their own agenda and to innovate.
	Producer	A hard working, production-oriented environment. People want to be given a job and left to get on with it. Success is by measured results and the workplace is organised and driven by practical considerations.
	Adventurer	These environments allow people to invent things, be creative and manage their own workload. They will be recognised for what they achieve. The environment needs to be interesting and freewheeling with a variety of options.
	Entrepreneur	Environments like these attract people that seek clear rewards for the efforts they put in. They are not afraid of hard work but expect it to be recognized. People are ambitious and protect what they have acquired. Roles are clearly defined and the climate is pragmatic and businesslike.




Your report includes a Word Cloud. This is on the front page and is a quick summary of the main themes in your report. The larger the word the more this characteristic stands out in your personality. The smaller the word, no less important, but will be more consistent with others around you. To help you understand how your Key Qualities relate to others, you will find a key next to each statement in your Key Quality Summary page. The key is detailed below:

- Statements in bold and italics show where you are most likely to differ from other people.**
- Statements in bold show where you differ slightly from other people.**
- Statements in regular font show where you are similar to other people.




Key Qualities

The table below describes your Key Qualities as shown on the cover page of this report. The statements describe you at your best. The larger the word the more this characteristic stands out in your personality. The smaller the word, no less important, but will be more consistent with others around you. We use all 13 characteristics on a daily basis.




DECISION MAKING & GOAL SETTING

-  Goal Focused *You bring pace, conviction and drive to what you do. You quickly make decisions and set direction, committing to your personal goals with purpose and determination.*
-  Forthright *You welcome being challenged and state your case clearly so that you are heard. You quickly confront issues in the moment and promote open and honest debate.*
-  Independent *You form your own point of view and are guided by inner principles. You can persist in the face of opposition and are willing go your own way to make progress.*



ENGAGING & CONSULTING

-  Enthusiastic *You bring a visible enthusiasm, getting involved and getting things started. You take the initiative with energy and can inspire others to do the same.*
-  Reserved *You value the companionship of colleagues you have had time to get to know well. You find it easy to work on your own, not needing others around to keep you energised. This confidential manner brings a quiet modesty to your work.*
-  Collaborative *You actively bring others into your thinking, enjoying how ideas flow and develop through discussion. This helps to explore a breadth of ideas and blend together different points of view.*



TASK & PEOPLE FOCUS

-  Pragmatic *Your approach is practical and fair, being conscious of the impact of decisions on people alongside the requirements of business. This encourages realistic, honest and solution-focused perspectives.*
-  Critical *You bring a healthy scepticism and don't take on the struggles of others quickly. You provide support when genuinely required, pushing people to bring their full efforts and capabilities for themselves.*
-  Astute *You build productive relationships based on mutual trust. You are perceptive and alert to the motives of others, treating people fairly and using supporting evidence to make an informed judgement.*

MANAGING WORK & COMMITMENTS

-  Creative *You bring innovation and imagination, having a fresh, big-picture perspective and enjoying change. You give others free reign to be individual and adapt to the situation.*
-  Non-judgemental *You reinterpret rules and guidelines for each situation, forging your own novel and distinctive path. You resist rigid and restrictive approaches and can deliberately challenge the status quo.*

IDENTIFYING RISK & MANAGING STRESS

-  Vigilant *You are attentive and alert to the world around you, reacting to change and putting your full focus around a problem. Others will feel you take the situation and their concerns seriously, and that things really matter to you.*
-  Perceptive *You are more prepared than you think, being thorough and not leaving things to chance. You bring your past experiences and feelings with you and give careful thought before committing to new ventures.*

How you like to work

The information below describes your approach to a range of work-based competencies commonly found in many roles. It supports you in describing your preferred approach to work and where you may need to flex your style to be more effective. You can use this information to build stronger relationships and communicate how you like to work with greater clarity.

Leadership

You should expect:

- ability to communicate
- gives people a chance
- projects a clear vision
- excites and motivates

You should watch for:

- can be overbearing and aggressive
- failing to provide guidance to others

Interpersonal

You should expect:

- sociable and approachable
- active at all levels of the organisation
- encourages others to join in
- brings people together socially

You should watch for:

- personality clashes with colleagues
- using people who are useful or important

Communication

You should expect:

- speaks confidently - motivates others
- will encourage others to contribute
- presents ideas with verve
- very comfortable face to face

You should watch for:

- insensitive to others' feelings
- to be pushing a personal agenda

Analysis and Decision Making

You should expect:

- a confident decision-maker
- willing to take full responsibility
- radical and challenging
- challenges and forces people to think

You should watch for:

- can be hasty - too quick to judge
- guilty of not researching fully

Planning and Organising

You should expect:

- sheer energy will carry a long way
- sense of purpose helps to provide focus
- monitors actions which affect own plans
- makes good use of resources available

You should watch for:

- easily bored
- careless with detail

Initiative and Effort

You should expect:

- takes charge of a situation
- energetic in the pursuit of goals
- prepared to face challenges to succeed
- works hard for a chance to win

You should watch for:

- unable to work alone
- can be a rebel

Your Work Preferences

It is clear that people are likely to require different things from their careers. Therefore jobs that provide these elements will prove more interesting and satisfying and as a result motivation and enjoyment is likely to be higher. The following lists those job elements that we would recommend based on your personality.

This pattern of Drivers suggest that Sample is best suited by a role which provides the following

- Working with optimistic, enthusiastic and results orientated people
- A high public profile
- Persuading and influencing others
- Promote new ideas
- Developing opportunities
- Public recognition and praise

Research has shown the following job elements to be key to maintaining Sample's motivation and interest

- The opportunity to develop and promote new opportunities and ideas
- Leading a team to drive through and deliver on your ideas
- Feeling challenged by the work
- Work that is varied and challenging
- Being publicly recognised and rewarded for your efforts and results
- Working within a dynamic, informal environment
- Networking with people inside and outside the organisation
- Having the chance to be entrepreneurial

Having to spend too much time on the following elements has been shown to be demotivating for Sample and likely to lead to frustration

- Shared responsibilities and rewards
- Specialised projects requiring lengthy detailed work
- Working remotely or alone for long periods of time
- Knowing you will be performing the same tasks every day
- Tight management from above
- Being constrained by a rigid structure and hierarchy.
- Having to spend a lot of time on people issues
- Work that is too easy and unchallenging

Your Career Motivators Profile

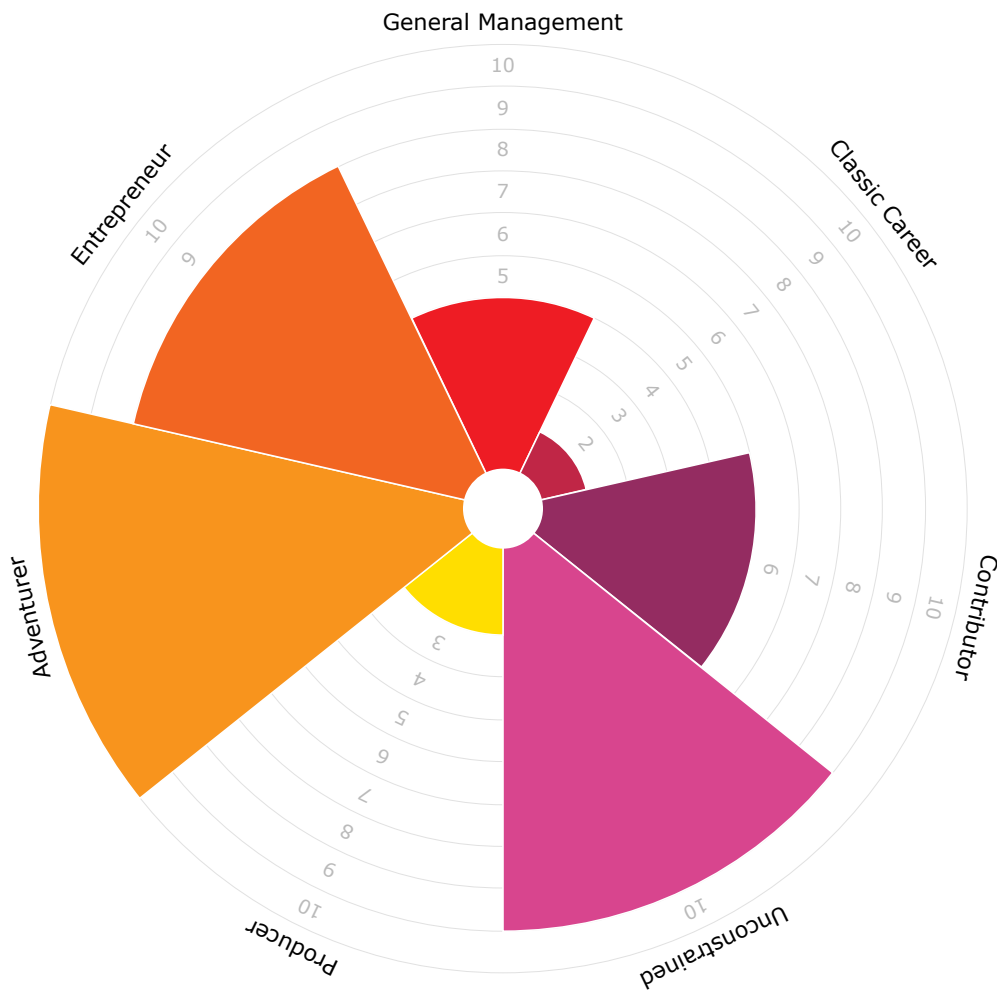
The diagram below outlines your overall mapping to the seven Career Motivators. It provides a picture of how your personality influences the type of career and environment you will be motivated or demotivated by.

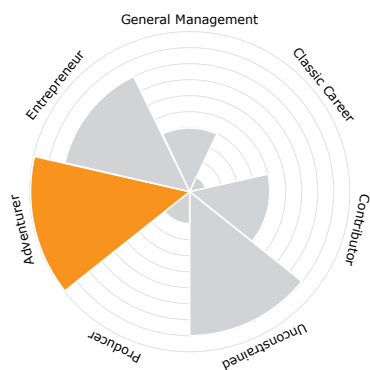
The size of the wedge in each segment shows how aligned you are to that Career Motivator. The table on the right shows your score for each Career Motivator with the closest fit at the top.

Career Motivator Scores

Career Motivator	Career Focus
Adventurer	10
Unconstrained	9
Entrepreneur	8
Contributor	5
General Management	4
Producer	2
Classic Career	1

The following pages detail each Career Motivator. Development suggestions are provided for your top ranking motivator to support you in leveraging your strengths and areas you could benefit from. A list of tailored motivating elements and reflective questions are provided in the attached development guide to support you in your career planning.



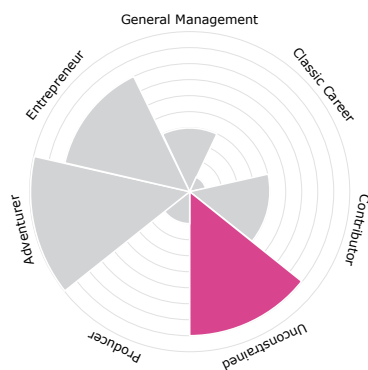


Adventurer

Career Fit Score: 10

These environments allow people to invent things, be creative and manage their own workload. They will be recognised for what they achieve. The environment needs to be interesting and freewheeling with a variety of options.

Key characteristics	Your Fit	You could benefit from...
<p>Consultation and discussion is not seen as a necessary part of the creative process. Once developed, ideas get shared but individuals do not need agreement or approval and will act alone if necessary.</p>	<ul style="list-style-type: none"> You are capable of creating ideas on your own and acting independently in your area of expertise, but will seek input when less sure of your subject. You may find people reluctant to offer such support unless it is in their own interest. 	<ul style="list-style-type: none"> Build on your capacity for independent thought. Adopt strategies for testing your ideas without direct input from others. Try adopting a less autocratic and independent approach. It may be unusual here but it can improve the degree of buy in and thus a smoother and speedier end result.
<p>Creativity and the ability to develop and push new ideas is very highly valued here. People are confident, assertive, quick to act and rewarded for individual achievement and success.</p>	<ul style="list-style-type: none"> You should find ample opportunity to exercise your creative skills and abilities and be rewarded for your efforts. You have the confidence and determination to drive your ideas through and to ensure you are heard. 	<ul style="list-style-type: none"> Your strong beliefs may lead you to impose them on others. You will benefit from creating genuine opportunities for people to ask questions and raise concerns. Listen and recognise when compromise or co-operation could advance your cause.
<p>This is a very free-thinking environment where people interpret rules flexibly and constantly challenge constraints.</p>	<ul style="list-style-type: none"> Like most people here, you are intuitive and will resist any attempts to stop you from doing things your way. You are very selective about what rules to follow and will challenge the status quo. 	<ul style="list-style-type: none"> Recognise the impact that having fewer restraints could have on your performance and on those around you. Avoid ignoring rules or values that matter to others. Check your tendency to loose focus or fail to follow through.
<p>Individualism is encouraged here. There are few, if any, restraints and people are expected to organise themselves and their work as they see fit.</p>	<ul style="list-style-type: none"> This is very much your preferred way of working, and you will welcome the freedom and autonomy it offers. 	<ul style="list-style-type: none"> Protect your autonomy by planning ahead and being realistic about what you can achieve and ensuring you deliver quality results on time. Ensure you don't underestimate the complexity of a task and time needed to complete.

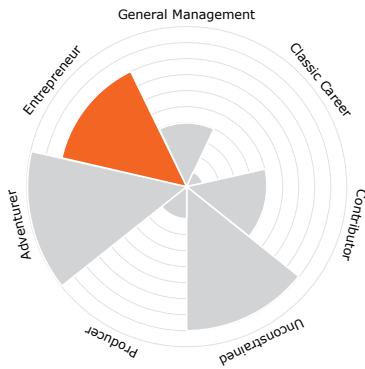


Unconstrained

Career Fit Score: 9

Environments like this appeal to people with a highly creative streak and who will constantly search for innovative solutions. People are encouraged to push the boundaries, to set their own agenda and to innovate.

Key characteristics	Your Fit	You could benefit from...
<p>People adopt a quiet, contemplative and unhurried approach here. They reflect and consider carefully before responding or taking action.</p>	<ul style="list-style-type: none"> You are much more lively, spontaneous and exuberant and will soon get frustrated by the lack of energy and obvious enthusiasm. 	<ul style="list-style-type: none"> You will need to tone down your usual approach to avoid being seen as noisy or impulsive. Prepare for people and things to move more slowly. Develop your ideas more fully before presenting them. Try expressing any disappointment calmly to see if you get a speedier response, but don't expect it to generate more enthusiasm.
<p>The emphasis here is on designing and driving through innovative and challenging projects. People are quick to take personal responsibility for delivering results and expect others to do the same without consultation or question.</p>	<ul style="list-style-type: none"> You are innovative and love a challenge. You have the drive and confidence to make things happen on your own and there should be plenty of opportunity to pursue your interests, push boundaries and achieve results that you are proud of. 	<ul style="list-style-type: none"> Involving others in the early stages could improve your thinking and reduce risk. If working with a team, clearly explain your vision and invite contributions. Schedule regular meetings and be prepared to address any concerns or issue that are raised.
<p>The majority of people here do not need to have people around them and prefer to work alone.</p>	<ul style="list-style-type: none"> You will enjoy working with people who are as reserved as you. There will be little pressure to socialise or to get involved in things that do not interest you. 	<ul style="list-style-type: none"> Try adopting a more open and engaged approach with people who are important to your work. Shorten the time it takes for people to get to know you by asking questions and showing interest in what they are doing and what interests or excites them about their work.
<p>People adopt a relaxed, unstructured approach to their work. Rules and regulations are kept at a minimum, leaving people free to be creative.</p>	<ul style="list-style-type: none"> You are equally individualistic and instinctive and will welcome having the freedom to do things your way. 	<ul style="list-style-type: none"> Be prepared to put some structures in place, especially if you are working with others like you. Recognise the impact that missing a deadline, being late or forgetting to attend a meeting can have. Avoid the temptation to adopt a freewheeling approach to all that you do.

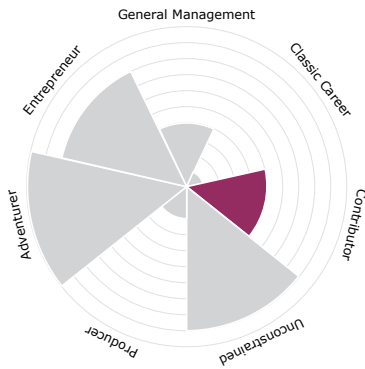


Entrepreneur

Career Fit Score: 8

Environments like these attract people that seek clear rewards for the efforts they put in. They are not afraid of hard work but expect it to be recognized. People are ambitious and protect what they have acquired. Roles are clearly defined and the climate is pragmatic and businesslike.

Key characteristics	Your Fit	You could benefit from...
<p>Trust is a rare commodity here. People are wary and suspicious and questioning intent and motive is common place.</p>	<ul style="list-style-type: none"> Your natural style is to trust most people until you have just cause to doubt them. You are likely to resent having to be on your guard and having your motives and intent questioned? 	<ul style="list-style-type: none"> Giving people the benefit of the doubt is unlikely to help you here Be ready to apply and develop your ability to detect when someone is attempting to manipulate you to their advantage. Accept that your own motives will be questioned and that working relationship based on trust will take time to establish. Be selective about when and with whom you decide to show the advantages of extending and earning trust.
<p>People are very practical and business like here and are rewarded for what they have individually achieved. There is little sympathy for failure to meet targets as goals are clear and results are tangible and measurable.</p>	<ul style="list-style-type: none"> People are highly competitive and can be ruthless in defence of their own interests. You may find the constant dog-eat-dog mentality frustrating as your preference is a more balanced approach to people and business. 	<ul style="list-style-type: none"> Be prepared to defend your interests and recognise that people will take advantage. Be very selective about when and with whom you show the more people focussed friendly and approachable side of your nature.
<p>People are tough and unforgiving and very selective about when and to whom they offer help or support. They believe that once people understand what is expected there is no excuse for poor performance.</p>	<ul style="list-style-type: none"> You are quite selective about whom you choose to help and support but may feel people are more judgemental and critical than you think is fair. 	<ul style="list-style-type: none"> Prepare to work with people who can be very harsh and quick to judge. You believe that support should be earned but tend to be more lenient with people you work closely with. Adopting a more consistent and hard lined approach may reduce the chances that you will be taken advantage of or seen as weak.
<p>It is driven and intense here. People are individually competitive, do things their own way and claim sole ownership for their personal success and achievements.</p>	<ul style="list-style-type: none"> You do things your way and work yourself hard. The opportunity to take personal ownership and be rewarded for you efforts should sit well with you. 	<ul style="list-style-type: none"> Monitor the impact your approach is having on others. You may need their help or co-operation to achieve your goals. Use your ability to persuade rather than impose an give credit where credit is due.



Contributor

Career Fit Score: 5

Such environments make a positive contribution to the community at large. They are doing something worthwhile and being of service to others. Trying to make the world a better place. The environment is team oriented and builds close relationships.

Key characteristics	Your Fit	You could benefit from...
<p>People are open and very accepting of others. They believe that people are fundamentally good and can be trusted. They reveal a lot about themselves and expect the same from others and form working relationships based on mutual trust and understanding.</p>	<ul style="list-style-type: none"> • You don't believe everyone can be trusted. You are generally a good judge of character and your trust is rarely misplaced. • You are open and willing to trust but are likely to find your colleagues naïve too open and overly trusting. 	<ul style="list-style-type: none"> • You will find colleagues with whom you can quickly and comfortably build relationships based on mutual trust and understanding. • You can be a real asset to your team by continuing to question motives and intent, alerting them to situations where trust is no longer warranted.
<p>People are socially conscious, people focussed and compassionate. They have a genuine concern for the well being of others and believe that peoples needs should always be top of mind when deciding policy and making decisions.</p>	<ul style="list-style-type: none"> • You like to keep people on side but are more business focussed. • You are likely to feel frustrated when people issues take precedence and delay progress by making things more complicated that you perceive them to be. 	<ul style="list-style-type: none"> • Make use of your ability to balance the needs of people with the needs of the business. • Give people time but intervene when you think people are going off topic or over analysing and overcomplicating things. • Bring people back on track by referring back to the objective in question and summarising your understanding of the different view points and the needs of the business.
<p>People are supportive and help is freely given. They look for the good in everyone and share an underlying belief that all most people need is a little help and understanding to do a good job.</p>	<ul style="list-style-type: none"> • You are attuned to the fact that people can take advantage and so are more cautious. • You will offer your support to those you feel have proved themselves and earned it. You are likely to feel your colleagues are too uncritical and forgiving. 	<ul style="list-style-type: none"> • Recognise that support does not have to be earned. You will be expected to give everyone the support they need to do their job to the best of their ability. • Clarify what individuals need from your to perform a task effectively. Be clear about what you can offer and when and what you expect in return. • Allow people to learn from their mistakes, providing additional help as required. You may be surprised at how much more productive people can be when they feel supported.

People are team oriented, connected and involved. Discussions and debate are wide ranging and considered essential when developing ideas, decision making and problem solving.

- You have a strong preference to operate this way.
- You believe in involvement and inclusion and in the importance of obtaining support and agreement before taking action.

- Develop your ability to decide independently. Consider the benefits of researching and thinking things through more thoroughly before involving others.
- It may save you and others time as it will help you to assess the viability of your idea and be clearer when presenting to others.



General Management

Career Fit Score: 4

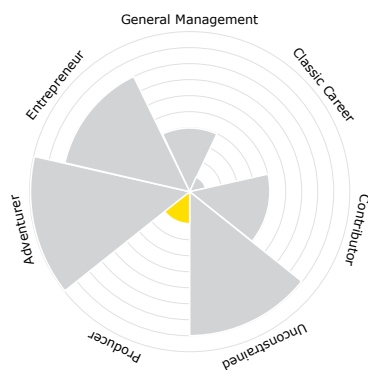
These environments appeal to people with wide ranging interests who aspire to general management and leadership. Driven by the ability to influence things, to have authority and to be able to work with and through a team.

Key characteristics	Your Fit	You could benefit from...
<p>People are very confident and independent. They may consult but can operate without agreement, consent or permission for their chosen course of action.</p>	<ul style="list-style-type: none"> You may welcome this when implementing your own decisions but need to consider how you might respond if this approach means you have to comply with decisions that you strongly disagree with. 	<ul style="list-style-type: none"> Prepare to work with people who are less inclined to adapt or concede than you are. Create opportunities to engage in constructive discussion and debate. State your own case but be sure to give equal consideration to theirs. Be prepared to compromise in the interest of maintaining good working relationships. If you find yourself having to comply, remember the impact it has on your own level of motivation and engagement before acting independently yourself.
<p>This is a very goal focussed and driven environment where assertiveness and decisiveness is rewarded.</p>	<ul style="list-style-type: none"> You are decisive and assertive in pursuit of your goals. You will respect and value the authority, influence and career opportunities afforded you here. 	<ul style="list-style-type: none"> Goals are rarely achieved alone. Take time to ensure that people fully understand and so can buy in, rather than comply with your decisions. Invite others to offer their views. Resist becoming defensive or argumentative if they differ from yours. Recognise others efforts when celebrating success.
<p>People are very sociable and team oriented. They enjoy networking and developing their ideas through discussion and the exchange of information.</p>	<ul style="list-style-type: none"> You are equally sociable and curious and will welcome every opportunity to actively engage in discussion and debate. 	<ul style="list-style-type: none"> Ask yourself how much time could be saved by thinking things through more deeply for yourself before involving others. Preparatory thinking not only helps you check the viability of your idea but also means you will be clearer about what you are hoping to achieve through discussion.

People have a high regard for tradition and the status quo. Standards are high and there are strict codes of conduct. Adherence to method is considered just as important as end results.

- You are far less conformist in your approach and are very selective about which guidelines and rules you choose to follow.
- You may have to forgo your preference for choosing how you achieve your goals to be successful here.

- Think twice before deciding to ignore rules or protocols or challenge the status quo, and expect disapproval or criticism if you do.
- Bind your time and be very selective about where, how and with whom you choose to try a different approach. Avoid spending your time and energy finding loopholes and how you can buck the system.



Producer

Career Fit Score: 2

A hard working, production-oriented environment. People want to be given a job and left to get on with it. Success is by measured results and the workplace is organised and driven by practical considerations.

Key characteristics	Your Fit	You could benefit from...
<p>People are very decisive and certain about what needs to be done and rarely change their minds. They communicate assertively and are prone to telling people what to do.</p>	<ul style="list-style-type: none"> You are equally decisive and able to assert your own strong views and opinions, and it takes a very strong argument to make you change your mind. 	<ul style="list-style-type: none"> You will be working with people who are just as convinced as you that their opinion is right. Accept that you will be required to respect the hierarchy even if you believe a decision to be wrong. When this occurs, think about the adverse effect it has on you? Could this have been avoided and the decision improved by involving you and others?
<p>People are very quiet and reserved. They separate their private and social life from their working life and prefer to work alone or in small teams they have had time to get to know.</p>	<ul style="list-style-type: none"> You have a very similar style and will appreciate the quiet and opportunity to work alone. There will be no pressure to socialise and your need for time to settle in and get to know team mates will be respected. 	<ul style="list-style-type: none"> Create opportunities, however short, to engage with people who are important to your work. Script and practice ways of opening or controlling conversations. Identify situations where you have something to contribute and prepare.
<p>People have a strong sense of duty and responsibility and take their work very seriously. They adhere to a strict code of conduct and believe that protocols and rules should always be followed.</p>	<ul style="list-style-type: none"> You are far less conformist and compliant. You are very selective about which rules or guidelines you choose to follow and the concept that there is a right and wrong way of doing things is alien to you. 	<ul style="list-style-type: none"> Accept that there will be very little room to bend the rules and your methods or behaviour will be questioned. Carefully assess each situation and if you believe that there is a better way of doing something then build a case to present to your colleagues before going ahead. Avoid antagonising people by identifying and adhering to standards of behaviour that are seen as sacrosanct.
<p>People are conscientious and self-disciplined and pride themselves on delivering exactly what is expected on time and to perfection. They think ahead and are orderly, well planned and consistent in their use of processes and procedures.</p>	<ul style="list-style-type: none"> You are far less planned and organised. Having the freedom and the autonomy to choose how you do your work is very important to you. There will be few, if any, opportunities to do things differently or show your individuality. 	<ul style="list-style-type: none"> Recognise that doing things your own way will be seen as irresponsible and will not be tolerated here. Be more open to adopting existing processes and procedures that can help you to be better planned and organised.



Classic Career

Career Fit Score: 1

Such environments offer continuity, structure and organisational support. People will have time to reflect and build their skills. Work is taken seriously and people apply themselves.

Key characteristics	Your Fit	You could benefit from...
<p>People are team oriented and usually seek input from others when problem solving or decision making. Ideas are developed through discussion and debate and teams aim for consensus.</p>	<ul style="list-style-type: none"> • You like to bounce your ideas off others and will welcome the opportunity to discuss and debate before deciding and acting. • You like to be involved and are very comfortable with consensus decision making. 	<ul style="list-style-type: none"> • Improve your capacity for independent thought and be less dependant on others for input or approval. • Make use of available expertise and encourage more thorough debate by allowing people to express alternative views. • Be prepared to challenge ideas you think have not been sufficiently thought through.
<p>People are generally positive and optimistic. They usually take things in their stride but react quickly to emergencies or signs that things are not going according to plan.</p>	<ul style="list-style-type: none"> • You are less optimistic and much more cautious. You have a heightened sense that things can go wrong, especially when dealing with new or unfamiliar situations. • You are very likely to feel that people are too willing to leave things to chance. 	<ul style="list-style-type: none"> • Be careful about how you convey your concerns. Discuss, rather than ruminate on your concerns and take note of how others see a situation. • Focus on your past achievements and the positives that you could gain by taking on new tasks and challenges.
<p>People enjoy stability of employment and appreciate having a well defined development and career path to follow.</p>	<ul style="list-style-type: none"> • You are far less conservative, traditional and measured in your approach. • It is very unlikely to meet your need for variety, interest in the new and different and preference for keeping your options open. 	<ul style="list-style-type: none"> • Accept that you will have to follow the established career paths and that attempts to try to challenge the system will meet with strong resistance. • Carefully consider the pros and cons and remind yourself of the advantages you could eventually gain by staying the course, as you will become frustrated, restless and bored.
<p>People appreciate the need for structure and regulation. They know what is required of them and will adhere to approved systems and processes to help them achieve it.</p>	<ul style="list-style-type: none"> • You have very little tolerance for routine and are much more inclined to decide for yourself how best to get your work done. • You are unlikely to be afforded the freedom to exercise such a flexible and individualist approach. 	<ul style="list-style-type: none"> • Accept that there will be little tolerance for individualistic approaches. • Apply planning and organising to help you to be more realistic about what you can achieve, making you more reliable and consistent in your delivery. • You will then be in a better position to decide what should change and advocate for more flexibility.