The Analytical Style

An Analytical individual is perceived as detail oriented, deliberate, and well organized. This person listens to and studies information carefully before weighing all alternatives with reference to established policies, criteria, and objectives. An Analytical tends to avoid personal involvement with others and lets them take the social initiative. In general, this person prefers an efficient, businesslike approach to conducting business.

The Analytical person wants to understand the pieces of the picture. An Analytical's needs are best met when information is presented in a systematic, efficient manner; sufficient information about the problem/issue is provided; and time for processing recommendations is allowed.

Some phrases used to describe an Analytical are:

- Conservative and practical in business decisions
- Technically oriented; relies on structured approach and factual evidence
- Tends to avoid uncomfortable situations by changing the topic or withdrawing
- Prefers a systematic, thorough approach to data gathering and presentation of recommendations

The strengths commonly attributed to an Analytical include:

- Ensures that the company’s needs are met
- Is careful about committing company resources
- Analyzes facts and evidence before deciding
- Makes practical, cost-effective decisions
- Approaches others with caution, avoiding personal involvement