

# East - Vision

## Approaches to work/work style:

- Visionary who sees the big picture
- Generative and creative thinker; able to think outside the box
- Very idea-oriented; focuses on future thought
- Makes decisions by standing in the future
- Insight into mission and purpose
- Looks for overarching themes and ideas
- Adept at problem-solving
- Likes to experiment and explore
- Appreciates a lot of information
- Value-oriented words are “option,” “possibility,” and “imagine”

## Overuse: Style Taken to Excess:

- May put too much emphasis on vision at the expense of action
- May lose focus on tasks
- Poor follow-through on projects; can develop a reputation for lack of dependability or attention to detail
- Not time-bound; may lose track of time
- Tends to be highly enthusiastic early on, but burns out over the long haul
- Will not work on projects that do not have a comprehensive vision
- Easily frustrated and overwhelmed when outcomes are not in line with vision

## Best ways to work with a East:

- Show appreciation and enthusiasm for ideas
- Listen and be patient during idea generation
- Avoid criticizing or judging ideas
- Allow and support divergent thinking
- Provide a variety of tasks
- Provide help and supervision to support detail and project follow through

## Source:

Leadership Compass  
Materials provided by the Bonner Foundation  
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