

# West - Analytical

## Approaches to work/work style:

- Understands what information is needed to assist in decision-making
- Seen as practical, dependable, and thorough in task situations
- Helpful to others by providing planning and resources; comes through for the team
- Moves carefully and follows procedures and guidelines
- Uses data analysis and logic to make decisions
- Weighs all sides of an issue; balanced
- Introspective and self-analytical
- Careful; thoroughly examines people's needs in situations
- Maximizes existing resources; gets the most out of what has been done in the past
- Skilled at finding fatal flaws in an idea or project
- Value-oriented word is "objective"

## Overuse: Style Taken to Excess:

- May be bogged down by information or analysis process at the expense of moving forward
- May become stubborn and entrenched in position
- May be indecisive, collect unnecessary data, become mired in details, or suffer from "analysis paralysis"
- May appear cold or withdrawn in respect to others' working styles
- May have a tendency towards watchfulness or observation
- May remain withdrawn and distant
- May resist emotional pleas and change

## Best ways to work with a West:

- Allow plenty of time for decision-making
- Provide data-objective facts and figures that a West can trust
- Don't be put off by critical "NO" statements
- Minimize the expression of emotion and use logic when possible
- Appeal to tradition, a sense of history, and correct procedures

## Source:

Leadership Compass  
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