

STYLE & Versatility

by industry

EXTRACTIVE



37%
analytical



29%
driving



13%
amiable



22%
expressive

Organizations in the extractive industry require skilled and knowledgeable technicians at all levels. As in other industries with the same requirement (engineering, IS/IT), the Analytical and Driving Styles make up the majority of the workforce here. The Analytical Style represents 37% of employees in this industry, and the Driving Style represents 29%. This is a strong trend in industries where safety is of the utmost concern and daily operations are highly complex.

intro



draws

Engineering plays a large role in extractive organizations, and Analytical Style people are often attracted to engineering-related occupations. The complex challenges of assembling and disassembling rigs, distributing large machinery across continents and maintaining safety systems can be quite appealing to an Analytical person.

The high compensation for entry-level employees can attract Driving Style individuals who are ambitious and eager to achieve financial goals quickly, as can the fast-paced and energetic environment of extractive work places.

The no-nonsense work ethic of Analytical and Driving Style people fit perfectly in an environment where accuracy and compliance with complex regulations can determine success or failure. Analytical Style supervisors and R&D employees can help to keep employees safe and machinery running smoothly, while Driving Style extractive employees possess the sense of urgency and tenacity required to succeed on the front line.

strengths



versatility

#21

The extractive industry ranks 21st in Versatility scores, compared to the other 26 industries profiled in TRACOM's research. While this may at first seem to be a negative finding, there are strengths and opportunities that can be extrapolated from this data. For example, employees working on drilling rigs often need to be more concerned with safety protocols than relational issues, and they rarely have contact with customers. The data also reveals an opportunity for companies in this industry to differentiate themselves from competitors by increasing employees' Versatility scores and the effectiveness of interactions with colleagues and outside stakeholders.

Although the Analytical Style is most highly represented, research shows that all Styles are represented at some level, proving that each Style's distinct strengths and perspectives can be useful in different areas. For example, Amiable Style people can make skilled liaisons between employers and labor unions in this industry.



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