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## **Fleet Management System How To Manage the High Aesthetic Driver**

Okay, you probably don't have many – if any – drivers who are high in the Aesthetic value. People high in this value tend to work in creative fields, such as the performing arts, graphic design, architecture, landscaping, etc.

But if you do, then it's important to understand how to manage these drivers effectively. And this knowledge will help you manage and communicate with others who desire balance and harmony above all else.

The passion of high Aesthetic drivers/people is to have balance, beauty, form, and harmony in all aspects of their lives – both personally and professionally.

People high in the Aesthetic attitude feel that pleasant surroundings are conducive to inspiration and creative expression. They abhor working in a drab, noisy, garishly lit environment. They're sensitive to their own needs and the feelings of others on their team. They want harmony and dislike conflict. They won't be workaholics because they need balance between work, rest, and recreation. Hence, driving on long hauls and being away from home for a lengthy time will tend to stress them.

### **Value to Your Organization**

These drivers' strengths:

- Enthusiastic and will contribute to the team efforts in creative ways Evaluate things based on their artistic beauty
- Like to bring people of common interest together
- Have a good sense of creative problem-solving and defuse tense situations with a humorous quip or comment
- Can bring creative ideas to the table

### **Keys to Managing and Motivating**

Understanding their need for balance and creative expression:

- Realize they may overreact in emotional situations.

- Allow them to share their creative nature.
- Provide flexibility to allow for some of their spontaneous ideas or solutions.
- Support their willingness to bring form or harmony to haphazard systems or workspace areas.
- Remember they bring a high creativity factor to the job; amplify this strength.

## **Professional Development**

The type of training and learning insights to provide:

- Learning should be linked to the potential of being more effective in developing creative solutions to problems.
- Courses and training should help them expand their imagination and inventiveness.
- Link learning successes to increasing their understanding of form, harmony, and the big picture.

The best news for motor freight trucking companies who employ high Aesthetic drivers is they tend to be safe drivers since they want life to run smoothly and avoid discomfort or pain.

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