

**COMMUNICATION:**  
Assertive and direct

**PACE OF LIFE:**  
Fast and driving

**DECISION MAKING:**  
Quick, through talking

## RESULTS

**Motto: "Just do it"**

Challenge  
Problem Solving  
Success

## SOCIAL INFLUENCE

**Motto: "Have fun doing it"**

Optimism  
Inspiration  
Persuasion

**D I  
C S**

**DEMEANOR:**

Controlled and diplomatic

**NATURAL FOCUS:**

Task and logic-focused

**WORK STYLE:**

Individual

**DEMEANOR:**

Open and accepting

**NATURAL FOCUS:**

People-focused

**WORK STYLE:**

Team

Organization  
Standards  
Accuracy

**Motto: "Do it right"**

## QUALITY

Listening  
Supporting  
Peace-Seeking

**Motto: "Do it together"**

## SINCERITY

**COMMUNICATION:**  
Patient and thoughtful

**PACE OF LIFE:**  
Steady and calm

**DECISION MAKING:**  
Careful, through thinking

**INTERACTING WITH THE D**

- Be brief and to the point
- Show appreciation for them
- Get to the bottom line
- Talk about solutions
- Give them choices
- Focus on results
- Highlight benefits to them
- Discuss problems immediately

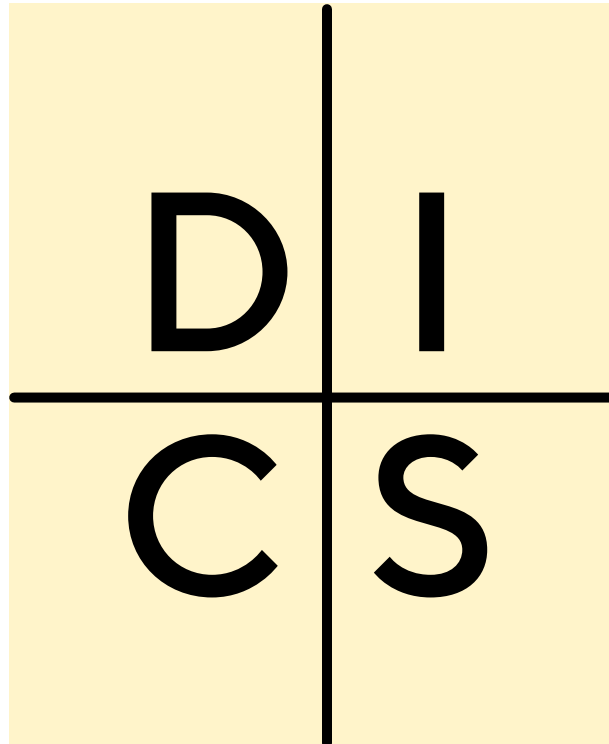
- Information gathering
- Analytical - sometimes overly
- Talented, creative
- Reserved, introspective
- Perfectionist, meticulous
- Sees problems, not solutions
- Loyal, sensitive

**INTERACTING WITH THE C**

- Provide facts/defined plans
- Be detailed in explanations
- Don't be pushy or criticize them
- Give them time to analyze information before deciding
- Be patient and diplomatic
- Allow space and independence
- Be accurate and specific

**ACTIVE**

- Active, fast paced
- Strong willed, determined
- Goal oriented
- Serious, controlling
- Competitive
- Confrontational
- Driver, makes it happen
- Logical and decisive



- Good listener
- Supportive, compassionate
- Passive, soft-spoken
- Resistant to change
- Likes detailed directions
- Prefers to follow, not lead
- Not hurried, slow to move
- Conservative

**PASSIVE****INTERACTING WITH THE I**

- Let them talk about themselves and their ideas
- Include them in conversation
- Share thoughts and ideas
- Recognize them for their accomplishments
- Make things fun
- Give them flexibility/freedom

- Outgoing, charismatic
- Enthusiastic, expressive
- Dominates conversation
- Enjoys the limelight
- Often doesn't follow through
- Fun to be with, animated
- Disorganized

**INTERACTING WITH THE S**

- Express genuine interest
- Give them a sense of support
- Don't be confrontational, rely on a relational approach
- Give them time to adjust to change
- Be patient and pleasant
- Show sincere appreciation