



As a C, you have the ability to create order, and that is a key strength that many individuals and companies want and need.

Lean into this key strength as you execute, remembering you can always go back and make it better.

The key is creating and executing the plan, while tweaking along the way.

RESERVED » » TASK-FOCUSED

STRENGTHS

- △ Analytical problem solver
- △ Organized, scheduled
- △ Creative
- △ Quality-focused
- △ Precise

WEAKNESSES

- ▽ May over-analyze and under-react
- ▽ Perfectionism, fear of failure
- ▽ Isolation
- ▽ Inflexibility
- ▽ Resistant to change

TO STAY FOCUSED, YOU NEED

- » Quality, accuracy and clear expectations
- » Time to think and quiet space

MOTIVATION

- » Motivated by excellence and value
- » If you find yourself stalled, seek the advice of a D- and C-wired mentor who can help you find a balance between perfection and execution. Strive for progress, not perfection.

CORRECT YOUR BLIND SPOT

- » Focus on excellence, not perfection.
- » Set time limits for analysis in order to reach deadlines.

KEY STRENGTHS TO LEVERAGE

- ★ Ability to create logical order
- ★ Creativity

If you FEAR you are BEING CRITICIZED, you will ANALYZE MORE and TAKE LESS ACTION.

As a **C**,
here is how
to connect
with a:

D

Be direct and brief, and focus on results. Communicate with bullet point emails. Negotiate commitments and goals. Respect their need to work fast while ensuring the work is done right.

I

Be friendly, complimentary and interactive. Talk about something personal before business. It is better to have four 10-minute discussions on four different topics than one 40-minute discussion on all four topics.

S

Focus on the friendship first and tasks second. Express appreciation for what they do. Establish a relationship before expecting trust. Allow their people focus to complement your task focus to create balance within the team.

C

Enjoy trading facts and gathering additional information. Appreciate their focus. Ask for their expert opinion or input and collaborate to solve challenging problems that require analysis. Practice agreeing to disagree in some areas where you each have valid arguments.