

OUTGOING » » TASK-FOCUSED

STRENGTHS

- ▲ Confident and driven
- ▲ Results-oriented
- ▲ Thrives on challenge
- ▲ Decisive
- ▲ Action taker

WEAKNESSES

- ▼ Impatient and argumentative
- ▼ Overpowering
- ▼ Dislikes routine
- ▼ Workaholic
- ▼ Ego

TO STAY FOCUSED, YOU NEED

- » Challenge
- » Control

MOTIVATION

- » Motivated by challenge and control
- » When stalled, jump start your activity by engaging in a competition.

CORRECT YOUR BLIND SPOT

- » Put people before goals.
- » Listen to other people's ideas and opinions.

KEY STRENGTHS TO LEVERAGE

- ★ Motivating people to action
- ★ Decisiveness

If you FEAR you are LOSING CONTROL or BEING TAKEN ADVANTAGE OF, you will attempt to DOMINATE.

As a **D**, you aspire for those with whom you work to have an immediate result so they are aligned more closely with you.

You tend to provide an opportunity for a "small win" so they feel content and look to you for further leadership.

Be sure to inspire and not intimidate, and you will move into your key strengths.

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

D

Understand each other's boundaries of authority and expertise. If you have mutual respect, you will experience great results with little to no conflict.

I

Lighten up in their presence and make the work enjoyable. Remember to smile! Negotiate commitments and goals with a degree of flexibility as to how they are completed.

S

Avoid being confrontational. Recognize their great work. Use a friendly, conversational tone. Be relaxed in your approach.

C

Provide facts and details. Expect and answer questions. Stop looking at their questions as if they are questioning you; they are merely gathering information. Allow them time to process thoughts before responding.