

## OUTGOING » » PEOPLE-FOCUSED

### STRENGTHS

- △ Friendly
- △ Talkative
- △ Adaptable
- △ Optimistic
- △ Encouraging

### WEAKNESSES

- ▽ Difficulty with follow-through
- ▽ Inattentive to details
- ▽ Easily distracted
- ▽ More concerned with popularity than results
- ▽ Tendency to over-promise and under-deliver

### TO STAY FOCUSED, YOU NEED

- » Acceptance and appreciation
- » Freedom to express yourself verbally and creatively

### MOTIVATION

- » Motivated by recognition, popularity and approval
- » If you are stalled, consider moving an item forward by breaking it down into smaller steps and engage with people after each step to present some of the information. This will energize you to take the next step.

### CORRECT YOUR BLIND SPOT

- » Listen more.
- » Focus on deadlines/milestones.

### KEY STRENGTHS TO LEVERAGE

- ★ Ability to connect quickly with others
- ★ Ability to inspire others to action

If you FEAR you are NOT ACCEPTED AND APPRECIATED, you will DO EVEN MORE TO GET ATTENTION.

*As an I, you have a natural ability to relate. You are great at making contact with people and initiating relationships.*

*This is a key strength.*

*Be sure to have systems or support in place to ensure timely and effective follow-through to position yourself for true success.*

As an **I**,  
here is how  
to connect  
with a:

**D**

Be direct. Get to the point quickly. Deal with issues in a straightforward way. Negotiate commitments and goals and deliver as promised.

**I**

Be your friendly self. Acknowledge each other's accomplishments. Be sure to listen and follow up on the details.

**S**

Slow your pace. Be easygoing, congenial and show appreciation for them as a person. Respect their strengths of organization and systems and allow them time to plan.

**C**

Do not be overly chatty. Prepare facts in advance and be sure they are accurate. Expect questions and get back to them with answers when necessary. Give them time to make a decision. In a conversation, stay on topic and pause to give them time to provide a reflective answer.