

S

*As an **S**, you make sure a group is relaxed and comfortable. Mediating problems is also one of your key strengths.*

Your ability to be transparent and authentic with people resonates best with them.

RESERVED » » PEOPLE-FOCUSED

STRENGTHS

- △ Reliable
- △ Loyal
- △ Systematic
- △ Good listener
- △ Mediator

WEAKNESSES

- ▽ Lack of self-motivation
- ▽ Resistant to change
- ▽ Sensitive
- ▽ Difficulty establishing priorities
- ▽ Avoids confrontation

TO STAY FOCUSED, YOU NEED

- » Security
- » Appreciation

MOTIVATION

- » Motivated by security and feeling appreciated
- » When you are stalled, consider a mentor to review what you have completed and provide you with the appreciation and assurance needed to continue. Don't put off showing them the whole project; share it in small sections so you receive multiple assurances while methodically moving through your action item without pressure to complete it in one sitting.

CORRECT YOUR BLIND SPOT

- » Learn to accept change.
- » Balance the needs of others with your own.

KEY STRENGTHS TO LEVERAGE

- ★ Helping people feel comfortable
- ★ Finding middle ground

If you FEAR you are NOT SECURE, you will WITHDRAW FROM THE SITUATION.

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



D

Be more assertive than is comfortable for you. Deal with issues in a straightforward way and quicken your normal pace. Focus on facts more than feelings. Use your ability to systematize to deliver results efficiently.

I

Be friendly and complimentary and listen to their ideas. Recognize their accomplishments. Share in their excitement.

S

Express appreciation for them and make it a friendly atmosphere. Foster the mutual trust and team approach you both enjoy. Collaborate on planning, systems and technology to create efficiencies.

C

Enter through the door of logic and not relationship so your feelings don't get hurt. Slow your pace and communicate on one topic at a time. Do your homework and bring facts. Expect them to ask questions so they can gather more information, and provide them time to evaluate data before making a decision.