D

Best Contributions

- Utilize their decisiveness and results-driven nature to push initiatives forward.
- Assign high-stakes projects with clear goals and autonomy.
- Encourage them to set benchmarks and lead through action.

How to Coach

- Be direct and to the point—focus on outcomes.
- Challenge them with competitive benchmarks or efficiency improvements.
- Help them recognize the value of collaboration and emotional intelligence.

How to Communicate

- DO: Be brief, focused, and results-oriented. Present facts and solutions quickly.
  DON'T: Get bogged down in details or emotions. Avoid micromanaging or indecisiveness.

How to Manage and Motivate

- Give them control over their projects and recognize their achievements.
- Offer challenges and opportunities to win.
- Provide fast feedback—positive or constructive—but always keep it efficient.

I

Best Contributions

- Tap into their natural enthusiasm for team morale and engagement.
- Let them lead brainstorming sessions and client interactions.
- Use them to build culture and drive participation.

How to Coach

- Provide positive reinforcement and make coaching fun.
- Help them focus by setting deadlines and accountability measures.
- Encourage active listening and follow-through on tasks.

How to Communicate

- DO: Be enthusiastic, engaging, and open. Give them room for expression.
- DON'T: Overload with dry data or shut down their energy. Avoid being overly critical.

How to Manage and Motivate

- Use recognition and public praise to inspire them.
- Give them social opportunities and collaborative work.
- Balance their creativity with structure to keep them on track.

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S

Best Contributions

- Use their dependability and team-first mindset for stability in projects.
- Have them mentor new team members or manage ongoing processes.
- Let them be the glue that holds groups together.

How to Coach

- Provide reassurance and a safe space to discuss concerns.
- Be patient and supportive when introducing change.
- Help them set boundaries to avoid burnout from always saying "yes."

How to Communicate

- DO: Be warm, sincere, and provide context before making changes.
- DON'T: Rush them into decisions or dismiss their need for stability. Avoid being too aggressive.

How to Manage and Motivate

- Show appreciation through one-on-one praise.
- Give them clear expectations with step-by-step guidance.
- Avoid abrupt changes—give them time to process and adapt.

C

Best Contributions

- Use their precision and attention to detail for quality control and analytics.
- Assign research-based or process-improvement tasks.
- Let them set up systems and procedures for efficiency.

How to Coach

- Provide logical, data-backed feedback.
- Give them time to analyze before making decisions.
- Encourage flexibility and help them see the big picture.

How to Communicate

- DO: Be clear, structured, and provide evidence. Respect their need for accuracy.
- DON'T: Be vague, overly emotional, or rush them without proper details.

How to Manage and Motivate

- Recognize their expertise and give them autonomy to perfect their work.
- Provide structured feedback with actionable improvements.
- Avoid unnecessary social pressures—let them work independently when needed.

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