

High D - Dominance

Spotting a High D:		You Should Try To:	Be Ready For:
How They Talk:	What They Do:	<ul style="list-style-type: none"> Communicate Briefly Let Them Take the Lead Stick to the Topic Be Clear About Rules 	<ul style="list-style-type: none"> Lack of Empathy Lack of Sensitivity Blunt Approach Little Social Interaction
<ul style="list-style-type: none"> Talks More Than Listens May Be Pushy, Even Rude Fast Speech Asks What Questions Tells vs. Asks Open with Opinions Authoritative Tone of Control Acronyms, Short Sentences Goes Right to The Issue 	<ul style="list-style-type: none"> Impatient Time Conscious Task Focus, Results Oriented Direct, Forceful Maverick Can Rely on Gut Feelings Good Eye Contact Willing to Get in Trouble History of Achievement 		
They May Want From You:			
		<ul style="list-style-type: none"> Authority to Make Changes Results Direct Answers A Promotion 	<ul style="list-style-type: none"> Big Challenges Flexibility Freedom from Details Prestige
<p>What They Want From Others:</p> <p>A High D likes others to be direct, straightforward, and open to their need for results</p>		<p>Who On My Team Has This Personality?</p>	<p>This Is How I Will Talk to Them:</p>
<p>You Can Help Them Learn:</p>			
<ul style="list-style-type: none"> Empathy for Others More Logic, Less Gut Identifying with Others To "Soften" Body Language Listening Skills 	<ul style="list-style-type: none"> Relaxing To Be Approachable Ways to Pace Themselves To Ask More Questions Complimenting Others 		

High I - Influence

Spotting a High I:		You Should Try To:	Be Ready For:
How They Talk:	What They Do:	<ul style="list-style-type: none"> Be Relaxed and Sociable Use Humor Approach Them Informally Provide Written Details 	<ul style="list-style-type: none"> Need for the Spotlight Attempts to Persuade/Influence Over-Selling Ideas Vulnerable to Feeling Rejected
<ul style="list-style-type: none"> Tells vs. Asks Makes Small Talk Goes Off on Tangents Asks Who Questions Faster Speech Expresses Their Feelings Exaggerates Shares Personal Emotions 	<ul style="list-style-type: none"> Animated Lots of Facial Expression Spontaneous Stylish Dress Warm Shorter Attention Span May Approach You Closely 		
They May Want From You:			
		<ul style="list-style-type: none"> Popularity Public Recognition Freedom from Details 	<ul style="list-style-type: none"> Visible Rewards Approval and Friendliness Casual Warm Relationships
<p>What They Want From Others:</p> <p>A High I likes others to be friendly, emotionally honest, and recognize the contributions an 'I' makes</p>		<p>Who On My Team Has This Personality?</p>	<p>This Is How I Will Talk to Them:</p>
<p>You Can Help Them Learn:</p>			
<ul style="list-style-type: none"> Objectivity Sense of Urgency More Control of Time 	<ul style="list-style-type: none"> Emphasis on Clear Results Analysis of Data Organization 		

High S - Steadiness

Spotting a High S:		You Should Try To:	Be Ready For:
How They Talk:	What They Do:	<ul style="list-style-type: none"> Be Logical and Systematic Use Sincere Appreciation Introduce Change Slowly Show How They're Important 	<ul style="list-style-type: none"> Friendly Approach to Others Resistance to Change Difficulty Prioritizing Difficulty with Deadlines
<ul style="list-style-type: none"> Listens More Than Talks Slow, Steady Delivery Makes Small Talk Lower Volume Uses First Names Asks How Questions Warmth In Voice Reserved with Opinions 	<ul style="list-style-type: none"> Consult Others Friendly, Functional Work Area Subdued Clothing Embarrassed By Recognition Service Oriented Patient, Tolerant Casual, Relaxed Walk 		
What They Want From Others:		They May Want From You:	
A High S likes others to be relaxed, agreeable, cooperative, and to show appreciation		<ul style="list-style-type: none"> Status Quo Private Appreciation Happy, Calm Relationships Standard Procedures 	<ul style="list-style-type: none"> Security Time to Adjust to Changes Listening Sincerity
You Can Help Them Learn:		Who On My Team Has This Personality?	This Is How I Will Talk to Them:
<ul style="list-style-type: none"> Openness to Change Self-Affirmation How to Make Their Accomplishments Known 	<ul style="list-style-type: none"> Short Cut Methods Effective Presentation Skills Believing Their Successes Are Worthwhile 		

High C - Conscientious

Spotting a High C:		You Should Try To:	Be Ready For:
How They Talk:	What They Do:	<ul style="list-style-type: none"> Give Clear Expectations/Deadlines Show Loyalty Honor Precedents Value High Standards 	<ul style="list-style-type: none"> Discomfort with Ambiguity Desire to Double Check Little Need to Socialize
<ul style="list-style-type: none"> Asks Why Questions Asks vs. Tells Listens More Than Talks Not a Lot of Reaction Slower Speech Lower Volume Prefer to Talk vs. Writing Gets to the Point, Likes to Talk Precise, Detailed Speech 	<ul style="list-style-type: none"> Focus on Task & Process Orderly Meticulous Precise, Accurate "Sterile" Work Area Time Conscious Hard to Read Diplomatic Want to Be Right 		
What They Want From Others:		They May Want From You:	
A High C likes others to minimize socializing and give details; they value accuracy and attention to detail		<ul style="list-style-type: none"> Clear Expectations Limited Exposure Business-Like Environment References and Verification 	<ul style="list-style-type: none"> No Sudden Changes Personal Autonomy Chance to Show Expertise Attention to Their Objectives
You Can Help Them Learn:		Who On My Team Has This Personality?	This Is How I Will Talk to Them:
<ul style="list-style-type: none"> Tolerance of Conflict To Ask for Support Group Participation Skills 	<ul style="list-style-type: none"> Acceptance of Others' Ideas Tolerance of Ambiguity Acceptance of Their Limits 		