

# Dominance

# Influence

## Working with this Style

### Connecting:

- Be efficient with time
- Stay on-topic
- Expect them to be direct

### Problem Solving:

- They like boldness
- Be realistic and practical
- Start with the big-picture

### In Conflict:

- Address issues directly
- Don't give-in just to get along
- Don't take directness personally

## Working with this Style

### Connecting:

- Be goal and objective oriented
- Don't pressure for quick decisions
- Expect a critical view

### Problem Solving:

- Allow for analysis
- Appreciate the logical thinking
- Help them balance need for details

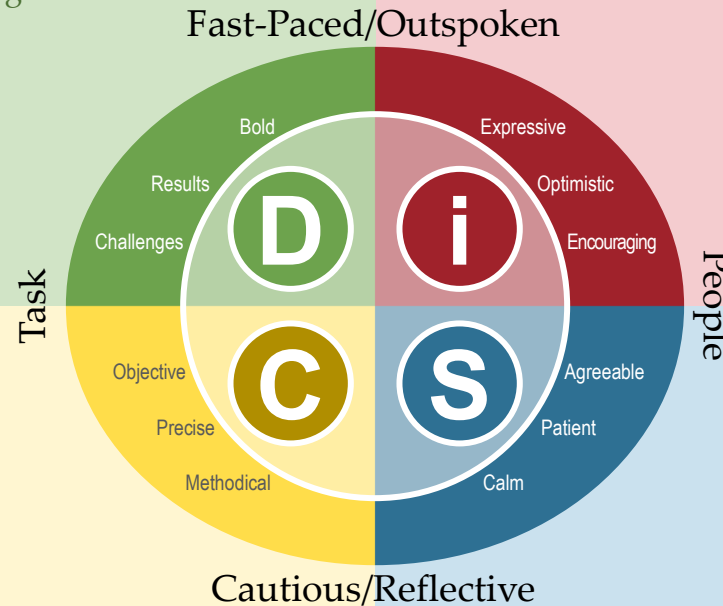
### In Conflict:

- Support ideas with facts
- Allow time for thinking & processing
- Don't be forceful or emotional

This style tends to be...

Results-Focused  
 Strong-willed  
 Fast Paced  
 Challenging  
 Questioning  
 Assertive  
 Skeptical  
 Forceful  
 Direct  
 Bold  
 Firm

Precise  
 Private  
 Careful  
 Objective  
 Reserved  
 Analytical  
 Systematic  
 Methodical  
 Questioning  
 Logic Focused  
 Moderately Paced



People Focused  
 High Spirited  
 Empathizing  
 Enthusiastic  
 Fast Paced  
 Optimistic  
 Outgoing  
 Dynamic  
 Active  
 Lively

Calm  
 Tactful  
 Patient  
 Humble  
 Agreeable  
 Accepting  
 Receptive  
 Thoughtful  
 Even Tempered  
 Accommodating  
 Moderately Paced

## Working with this Style

### Connecting:

- Promote collaboration
- Reflect their energy and enthusiasm
- Provide recognition and affirmation

### Problem Solving:

- Be optimistic & positive
- Be open to creative brainstorming
- Expect them to be spontaneous

### In Conflict:

- Don't make it personal
- Acknowledge & reflect feelings
- Affirm the value of relationship

## Working with this Style

### Connecting:

- Show concern for their feelings
- Gently assert your viewpoints
- Promote collaboration

### Problem Solving:

- Temper the pace
- Consider other's feeling
- Negotiate timelines & deliverables

### In Conflict:

- Be direct & cooperative
- Don't be forceful or dismissive
- Demonstrate care re: issues

This style tends to be...

# Conscientiousness

# Steadiness