



Engaging

Explorative

Self-reliant

People are attracted to you because of your dynamic nature, and your interest to get things going. You have the tendency to speak what's on your mind at any given moment, willing to reflect on your thoughts after they've been shared. A hands-on learner, you enjoy quick engagement to action. Reading an instruction manual may only occur after things don't line up. Intuitive by nature, you feel successful when you trust your intuition. Your task focus seeks quick results, with a strong focus on goals. You are comfortable taking the initiative in situations. You have the ability to make decisions quickly and effectively. You exhibit a strong and high range of emotional expression. What may be seen as screaming by some is in fact, a comfortable mode of expression for you. With your strong orientation to action, you have a tendency to speak early, and often in conversations. You can express yourself dynamically with flare.

You are most energized when involved in a creative, brainstorming process. Rather than seeing 'a way', you see many ways, and enjoy of the process of exploring possibilities. When involved in completing tasks, you tend to analyze all the way through the process, always willing to explore that which isn't obvious. You can be ambiguous when giving instruction or directions, although it is clear to you what you're saying. You have the ability to make conceptual leaps in your thinking process, seeing an end result or building a vision, having the ability to picture the results of a course of action. You may not always have clarity on how best to build the plan to achieve that end result. Flexible in your thinking, you can effectively engage others in creative thought and can appreciate others points of view. You enjoy ideas for ideas sake, and can get excited about possibilities. However, picking one idea and building a result can be a challenge. You enjoy the process or journey associated with getting results, mindful of peoples 'attitudes' in the process.

You prefer to take responsibility for your decisions and their outcomes, whether things succeed or fail, rather than to rely on others. You have the unique potential for dogged persistence. You tend to exude self-confidence to others, but may not always feel it 'inside'. When push comes to shove, you have the ability to make courageous decisions, not necessarily needing the support of those around you. When working in a team situation, you can naturally gravitate to your own thoughts versus staying committed to a team collaborative approach. You have conviction of thought, and will stay strong to your views if challenged. You are comfortable in a leadership role, but will support others provided they demonstrate effective leadership. You are responsible in undertaking tasks, and willing to be held accountable for the results achieved. You enjoy the positive attributes of competition, be it against others or within yourself. In times of conflict, you have a tendency to self-solve, rather than resolving in the presence of others. Control is very important to you. You value your personal time and space.

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*“Flexing”
Building Character*

Adjusting personal characteristics for the betterment of a relationship, team, or situation

Thoughtful

- ☾ Become calmer and more focused
- ☾ Slow down ... Take more time to make decisions
- ☾ Become more reserved in your relationships
- ☾ Back off and don't come on so strong
- ☾ Create less anxiety for those who like to analyze
- ☾ Build more personal confidence in your actions

How:

- Collect and analyze information
- Be patient
- Don't react
- Look at the facts
- Use logic
- Slow down
- Allow others to initiate
- Invite responses from others

Pragmatic

- ☾ Become more realistic and fact-oriented
- ☾ Show more common sense and practical judgment with the real world
- ☾ Have a clearer picture of reality
- ☾ Dreams become more grounded
- ☾ Minimize looping, build momentum in the process
- ☾ Bring completion to projects

How:

- Create lists
- Concentrate on facts
- Trust facts and data
- Make and act on decisions
- Make reality checks
- Make a choice

Relational

- ☾ Become warmer and a more accepting person
- ☾ Pay more attention to other people; draw on their strengths and support
- ☾ Become more understanding and supportive
- ☾ Build inner confidence in your abilities
- ☾ Share responsibilities, empower feelings in others in the process
- ☾ Increase sensitivity and empathy toward the needs of others

How:

- Accept others
- Actively listen
- Ask others' opinions
- Be vulnerable
- Delegate; be in control of giving up control
- Follow
- Value - accept - express
- Give more energy to relationships