



## *Thoughtful      Pragmatic      Self - Reliant*

People are attracted to you because of your stable nature. Your interest is to carefully analyze, think things through before you take action. To make a mistake means you didn't effectively establish the plan. You tend to analyze versus emotionalize around problems. Your tendency is to establish your thoughts before you speak. When speaking, you can be seen as having a 'quiet voice'. In times of high energy it may be a voice that goes unheard. You want to be appreciated for your ideas, and feel respected when people invite you to share your thoughts. You enjoy the process of planning, wanting to minimize the uncertainty of surprises. You initially approach new relationships with reservation, happy to stand back and size up what is happening before you. Once connected, you value long-term friendships and may be content with only a few very strong connections in your life. Quietly dynamic by nature, others may not always appreciate how excited you really are.

You have the gift of clarity, seeing solutions over possibilities. When asked to dialogue and explore, your tendency is to solve and give answers, bringing realism and common sense to the situation. Facts and data are important, more so than ideas and possibilities. With good common sense, your down to earth approach is valued when completing tasks at hand. Trust is built when people understand and agree with your ideas. In times of change, you place great value in a plan, something you can start to work with as you slowly rebuild trust to the changing environment. Time matters and you like to be prompt. You strive to get results, and observe 'behaviours' of others in pursuit of those results.

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. 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.

Thoughtful

Pragmatic

Self-reliant

## “Flexing” Building Character

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

### Engaging

- Generate excitement through your actions
- Take more chances, accept the possibility of failure
- Express your thoughts and feelings more openly
- Take more initiative in your relationship
- Generate more excitement and enthusiasm
- Become more engaging in spirited dialogue
- Get things checked off your list

*How:*

- More outwardly expressive
- Initiate, give up stability
- Act on intuition
- Speak what’s on your mind
- Stop analyzing
- Be impulsive
- Be illogical

### Explorative

- Become more reflective and philosophical; ask why
- Become less judgemental to new ideas
- Become more imaginative and flexible in finding solutions to problems
- Build visions, explore “what could be”
- Become more committed to the process
- Gain broader perspective on solutions

*How:*

- Fantasize
- Shift reality
- Be spontaneous
- Build dialogue
- Accept rather than analyze
- Look to others for ideas
- Explore possibilities - for fun!

### 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