



Thoughtful

Explorative

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 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 is 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, 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. 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

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

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