



Engaging

Pragmatic

Relational

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 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 are socially gifted and highly skilled at building relationships. Always been a good listener and someone that people gravitate toward. You gain great energy being with people and are always appreciative of being invited into social opportunities. Many could see your life's work in building relationships. You seek collaboration to get things done and feel successful when all people are engaged. Trust begins with the start of a conversation. Would have the intrinsic desire to take a culture of hopelessness, and build it into a culture of hope and empowerment. In times of change you can get caught up in the emotional trauma of others and really need to focus in on the personal impact the change has on you. When dealing with conflict you prefer to engage in discussion until the conflict is resolved, although it may be difficult to start the conversation.

Enjoy consulting with others, eager to hear their opinions. You are drawn toward team skills such as empowering others, delegating, sharing responsibility, building engagement, synergy and collaboration.

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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

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!

Self-Reliant

- ☾ Become more self-reliant and self-directed
- ☾ Assume more personal responsibility
- ☾ Rely on own strengths to solve problems
- ☾ Develop more self-confidence and inner strength
- ☾ Be more courageous in standing up for what you believe in
- ☾ Feel more in control of situations

How:

- Rely on yourself
- Make a stand based on your feelings
- Trust what you initiate
- Take initiative
- Take charge