



Engaging

Pragmatic

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 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.

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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!

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