



Thoughtful

Explorative

Relational

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 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

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

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