



Thoughtful

Pragmatic

Relational

People are attracted to you because of your stable nature. Your interest is to carefully analyze, and 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 are socially gifted and highly skilled at building relationships. You have 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. You 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.

You enjoy consulting with others and are 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

<p>Engaging</p> <ul style="list-style-type: none">☾ 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	<p><i>How:</i></p> <ul style="list-style-type: none">• More outwardly expressive• Initiate, give up stability• Act on intuition• Speak what’s on your mind• Stop analyzing• Be impulsive• Be illogical
<p>Explorative</p> <ul style="list-style-type: none">☾ 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	<p><i>How:</i></p> <ul style="list-style-type: none">• Fantasize• Shift reality• Be spontaneous• Build dialogue• Accept rather than analyze• Look to others for ideas• Explore possibilities - for fun!
<p>Self-Reliant</p> <ul style="list-style-type: none">☾ 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	<p><i>How:</i></p> <ul style="list-style-type: none">• Rely on yourself• Make a stand based on your feelings• Trust what you initiate• Take initiative• Take charge