

## COMPLIANCE (HIGH)

Compliant people are usually peaceful, adapting themselves to any situation so as to avoid antagonism. Since they are sensitive and seek appreciation, they can easily be hurt by others. They are basically humble, loyal and non-aggressive, doing to the best of their ability whatever is expected of them.

Since they are basically cautious and conservative, they are slow to make decisions until they have checked all available information. This may frustrate any associates who may be more quick acting.

Because of a basic reluctance to make decisions, they may wait to see which way the wind is blowing before acting. However, they often display a good sense of timing and shrewdness in selecting the right decision at the right time.

They are capable of moulding themselves to the image they see is expected of them. They will go to extreme lengths to avoid a conflict and very seldom step on anyone's toes.

They strive for a stable, ordered life and tend to follow procedure in their personal as well as business life. They are systematic thinkers and workers. Proceeding in an orderly, predetermined manner, they are precise and attentive to detail. They usually adhere to methods that have brought them success in the past.

***PASSIVE BEHAVIOUR IN AN ANTAGONISTIC SITUATION. COMPLIANCE WITH HIGH WORK STANDARDS TO AVOID TROUBLE OR ERROR.***

## STEADINESS (HIGH)

People with high steadiness are usually amiable, easy going, contented and relaxed. They are also undemonstrative and controlled. Since they are not explosive and easily triggered, they may conceal grievances and be grudge-holders. They like to build a close relationship with a relatively small group of intimate associates. Patience and deliberation characterise their usual behaviour. They are good neighbours, always willing to help those they consider to be their friends.

They strive to maintain "status quo" since they do not want change particularly when it is unexpected or sudden. Once in the "groove" of an established work pattern, they can follow it with a seeming unending patience. Whilst comfortable with routine, it need not necessarily be of a mundane nature.

They are usually very possessive and develop strong attachments for their work group, their club and particularly, their family. They form deep family ties and will be uncomfortable when separated from their family for any extended periods of time.

They operate well as members of a team and can co-ordinate their efforts with others with rhythm and ease.

*PASSIVE BEHAVIOUR IN A FAVOURABLE SITUATION. STEADINESS IN COMPLETING TASKS IN DEFINED AREAS TO MAINTAIN THE STATUS QUO.*

## INFLUENCE (HIGH)

Influencers are outgoing, persuasive and gregarious. Usually optimistic and can generally see some good in any situation. Principally interested in people, their problems and their activities. Willing to help others promote projects as well as their own. May lose sight of business goals in this respect. People tend to respond to them naturally. Join organisations for social activity.

Meet people easily, are poised, become intimate and on a first name basis at the first meeting, with all the warmth of a life-long friendship. Will claim to know a tremendously wide range of people and may be name droppers. Hence relationships tend to be short lived.

They tend to jump to conclusions and may act on an emotional impulse. May make decisions based on a surface analysis of the facts. Because of their trust and willing acceptance of people, they may misjudge the abilities of others. Feel they can persuade and motivate people to the kind of behaviour they desire in them. Can switch sides of an argument without any outward sign that they are aware of any inconsistency.

They usually perform well where poise and smoothness are essential factors. Public relations and promotion are natural areas of endeavour for them. Since they are reluctant to disturb a favourable social situation, they may experience difficulty in disciplining subordinates.

***POSITIVE BEHAVIOUR IN FAVOURABLE OR FRIENDLY SITUATIONS  
INFLUENCING OTHERS TO REACT POSITIVELY OR FAVOURABLY.***

## DOMINANCE (HIGH)

Dominant people love a challenge. May be considered to be reckless by some. Always ready for competition. When something is at stake, it brings out the best in them. They have respect for authority and responsibility. They must see a goal ahead of them and want to be recognised for their efforts. If challenge is not present they may create it to alleviate boredom.

They are interested in the unusual and the adventurous. They are curious and usually have a wide range of interests, being willing to try their hand at anything. They are self-starters and because of their multiple interests, they prefer an ever-changing environment. May lose interest in a project once the challenge is gone and prefer others to complete the job to an obvious conclusion. They may spread themselves thin in order to be an active part of as many facets as possible. Due to their innate restlessness, they continually seek new horizons. They can apply themselves to the detailed work necessary to obtain a goal, provided the detail is not repeated or constant. They are generally resourceful and are able to adapt readily in many situations.

In dealing with people they are usually direct, positive, and straightforward. They say what they think, can be perceived as blunt and even sarcastic, although they are not grudge holders. Can override others in order to attain their own goals. In order to get a job done or advance their position, they may over step prerogatives. They will usually join organisations for the furtherance of some goal rather than social activity. Early in their career they may change jobs frequently because of ambition.

***POSITIVE BEHAVIOUR IN AN ANTAGONISTIC SITUATION. DRIVE TO ACCOMPLISHMENT IN THE FACE OF OPPOSITION OR ANTAGONISM.***