

### THE HIGH 'D' CHARACTERISTICS: -

FORCEFUL
DRIVING
AGGRESSIVE
SELF-STARTER
COMPETITIVE
SELF-INDULGING
DARING
VENTURESOME
DECISIVE

DEMAND RESPECT SELF-ASSURED DOMINATING DIRECT DEMANDING BLUNT OVERBEARING ASSERTIVE

### THE LOW 'D' CHARACTERISTICS: -

CONSERVATIVE
MODEST
PEACEFUL
SEEN AS HESITANT
MILD MANNERED
MAY BE INTIMIDATED
UNOBTRUSIVE
SEEN AS HUMBLE

LOW DECISION NEED
UNASSUMING
UNPRETENTIOUS
NON-DEMANDING
ACCOMMODATING
NON-AGGRESSIVE
AVOID CONFRONTATION
FEARFUL

## INFLUENCE

#### THE HIGH 'I' CHARACTERISTICS: -

CHARISMATIC
OPTIMISTIC
SELF-PROMOTING
OUTGOING
GREGARIOUS
EMPATHETIC
GENEROUS
INFLUENTIAL
PERSUASIVE

AFFABLE
FRIENDLY
CONFIDENT
TRUSTING
CHARMING
VERBAL
COMMUNICATIVE
PARTICIPATIVE

POSITIVE

#### THE LOW 'I' CHARACTERISTICS: -

NOT EMPATHETIC
THINGS OVER PEOPLE
LOGICAL
RESERVED
REFLECTIVE
CAN BE SUSPICIOUS
SEEN AS RETIRING
PESSIMISTIC

SELF-CONSCIOUS
NON-COMMUNICATIVE
QUITE
NOT TRUSTING
DO NOT NEED PEOPLE
PROBING
NON SOCIAL
SERIOUS

# STEADINESS

#### THE HIGH 'S' CHARACTERISTICS: -

DEPENDABLE
SELF-CONTROLLED
EASY-GOING
SERENE
RELAXED
NON-DEMONSTRATIVE
PREDICTABLE
PATIENT

**DELIBERATE** 

**CHANGE** 

FEAR SUDDEN

AMIABLE
STEADY
EVEN-TEMPERED
PERSISTENT
GOOD-LISTENER
KIND
SYMPATHETIC
LENIENT
ACCOMMODATING
NEED TO PLAN

### THE LOW 'S' CHARACTERISTICS: -

QUICK
FAST
FAULT-FINDING
IMPETUOUS
MOBILE
ALERT
RESTLESS
IMPULSIVE

FIDGETY
DISCONTENTED
SELF-CRITICAL
DEMONSTRATIVE
ENERGETIC
IMPATIENT
TENSE
ANXIOUS

# COMPLIANCE

#### THE HIGH 'C' CHARACTERISTICS: -

DISCIPLINED
COMPLIANT
SELF-EFFACING
POLITE
CAREFUL
SYSTEMATIC
PRECISE
DIPLOMATIC

ACCURATE
CONVENTIONAL
OPEN-MINDED
CAUTIOUS
CONSERVATIVE
ADAPTABLE
PERFECTION-SEEKING
LOGICAL

## THE LOW 'C' CHARACTERISTICS: -

INDEPENDENT STUBBORN WAYWARD TACTLESS OPINIONATED DEFIANT REBELLIOUS UNCONVENTIONAL
FEARLESS
STRONG-WILLED
EXPEDIENT
HATES RULES
HATES DETAIL
OBSTINATE

## PERSONAL CHARACTERISTICS

DRIVER DOMINANT



ANALYSER COMPLIANT

ACTIVE
FORCEFUL
AMBITIOUS
STRONG WILLED
TAKES THE INITIATIVE
ACTS SELF-CONFIDENTLY
HIDES PERSONAL FEELINGS
I AM IN CHARGE ATTITUDE

QUIET
REFLECTIVE
THOUGHTFUL
THINKS FIRST - ACTS LATER
AVOIDS CONFRONTATION
UNEMOTIONAL
ANALYTICAL

FRIENDLY
OUTGOING
FUN LOVING
SELF-PROMOTING
NEEDS ATTENTION
TENDENCY TO EXAGGERATE
TAKES THINGS PERSONALLY
SELF-CENTRED

AGREEABLE
SYMPATHETIC
NEEDS SINCERE APPRECIATION
SHOWS FEELINGS
STEADY PACED
PERSEVERING
RESERVED
PATIENT

EXPRESSIVE INFLUENTIAL



## PERSONAL STYLES STRENGTHS

#### DRIVER DOMINANT

## ANALYSER COMPLIANT

CONFIDENT

FOCUSED ON GOAL

**DETERMINED** 

**COMPETITIVE** 

**CHALLENGING** 

**OBJECTIVE SETTING** 

TARGET ORIENTATED

**CALM** 

**ACCURATE** 

KNOWLEDGEABLE / EXPERTS

HIGH INTEGRITY

**THOROUGH** 

GOOD ORGANISER

**AVOIDS EMOTION** 

**VERBAL** 

**ENTHUSIASTIC** 

**MOTIVATIONAL** 

QUICK TO COMMIT

INTERPERSONAL SKILLS

GET PEOPLE INVOLVED

**GENERATES HARMONY** 

**EMPATHETIC** 

LOYAL

**PERSISTENT** 

**TENACIOUS** 

**RELIABLE** 

**AGREEABLE** 

SUPPORTIVE

**DEPENDABLE** 

**GOOD LISTENER** 

**EXPRESSIVE INFLUENTIAL** 

## PERSONAL STYLES WEAKNESSES

#### DRIVER DOMINANT

## ANALYSER COMPLIANT

**ABRUPT** 

CRITICAL

**ARROGANT** 

**IMPATIENT** 

**INSENSITIVE** 

**EASILY BORED** 

**OVERBEARING** 

**TOO MANY GOALS** 

**OBJECTIVES BEFORE PEOPLE** 

**ALOOF** 

PERFECTIONIST

**OUTWARDLY COLD** 

PICKY & PEDANTIC

POOR PEOPLE SKILLS

**EVERYTHING IN DETAIL** 

PARALYSIS BY ANALYSIS

INTELLECTUALLY ARROGANT

LITTLE CONCERN FOR DETAIL POOR ON FOLLOW THROUGH

LACK OF FOCUS

POOR LISTENER

**MANIPULATIVE** 

OVER COMMIT THEMSELVES

DISORGANISED

**TOO VERBAL** 

PASSIVE

REFLECTOR

**STUBBORN** 

**RISK AVERSE** 

**OUTWARDLY SLOW** 

SHORT ON URGENCY

SYSTEMS BEFORE OBJECTIVES

**EXPRESSIVE INFLUENTIAL** 

## WORKING METHODS & COMMUNICATION

DRIVER D ACHIEVER

TASK

ANALYSER C THINKER

TASKS RATHER THAN PEOPLE

TELLS DIRECTLY RATHER THAN ASKS

DEMANDS RESPECT

**NEED TO WIN** 

FACTS NOT PEOPLE ORIENTATED

ASKING IN DETAIL NOT TELLING

**SCEPTICAL** 

**ASK** 

TELLS ENTHUSIASTICALLY RATHER THAN ASKS

PEOPLE RATHER THAN TASK ORIENTED

SELLS SELF

ASKING NICELY RATHER THAN TELLING

PEOPLE AND SYSTEMS NOT TASKS

TAKES PLENTY OF TIME

**ASKS WHY** 

EXPRESSIVE I OPTIMIST

**PEOPLE** 

AMIABLE STEADY S

## HOW THEY SEE OTHERS

### FROM A DRIVER (HIGH D) PERSPECTIVE

#### DRIVER DOMINANT

## ANALYSER COMPLIANT

COMPETITION AND CONFLICT
THEY SEE

PICKY & PEDANTIC

**COLD & IMPARTIAL** 

THREATENING BECAUSE OF KNOWLEDGE

USEFUL BECAUSE THEY ARE TASK DRIVEN

**KNOWLEDGABLE** 

LOUD & OFTEN INEFFECTIVE

**FULL OF NONSENSE & DREAMS** 

GOOD TEAM PLAYER

NOT ALWAYS EFFICIENT

POOR COMPLETER

PROMISES MUCH

SLOW

**BORING** 

**NEGATIVE** 

OBSTRUCTIVE

EXPRESSIVE INFLUENTIAL



## FROM AN INFLUENTIAL (HIGH I)

DRIVER DOMINANT ANALYSER COMPLIANT

BULLY

**BRUTAL & UNFEELING** 

POWER CRAZY

**TEND TO SUPPRESS** 

**GET THINGS DONE** 

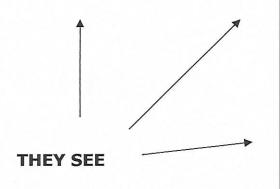
COLD & UNFEELING

DAMPENS ENTHUSIASM

**DEMOTIVATING** 

MACHINE LIKE

THREAT DUE TO KNOWLEDGE



USEFUL

**EASILY MANIPULATED** 

**SLOW & PEDANTIC** 

LOYAL

WARM & CARING

**EXPRESSIVE INFLUENTIAL** 

## HOW THEY SEE OTHERS

## FROM AN AMIABLE (HIGH S)

## DRIVER DOMINANT

ANALYSER COMPLIANT

PUSHY	RULE BOUND
DANGEROUS	CALCULATING
UNREASONABLE	KNOWLEDGEABLE
UNFAIR	HONEST & FAIR
DICTATORIAL	DEMANDING
INTIMIDATING	COLD & IMPERSONAL
·	
NOISY	<b>†</b>
UNTRUSTWORTHY	
POOR LISTENER	
LIKEABLE	
TEAM PERSON	← THEY SEE
POLITICAL	

EXPRESSIVE INFLUENTIAL

## HOW THEY SEE OTHERS

#### FROM AN ANALYSER (HIGH C) PERSPECTIVE

#### DRIVER DOMINANT

## ANALYSER COMPLIANT

**STUPID** THEY SEE **ARROGANT** INEFFICIENT BULLY COMMANDING **USEFUL AT TIMES AS GUNS** TO TURN ON OTHERS **LOUD & OVER USEFUL EMOTIONAL** UNTIDY **TIMEWASTERS SLOPPY** DO NOT TRUST **RELIABLE** BLUFFER **DELIBERATE** All ABOUT THE TEAM TOO EASY GOING SPACE INVADERS

EXPRESSIVE INFLUENTIAL