

# THE DIRECTOR (THE LION)

## Primary Focus = RESULTS

### DESCRIPTORS

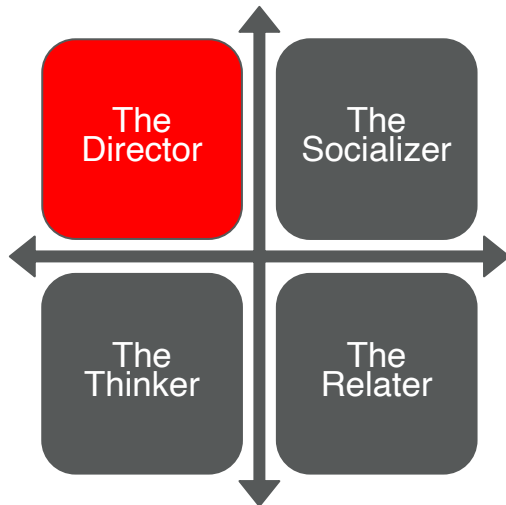
Adventurousome  
 Assertive  
 Confident  
 Daring  
 Decisive  
 Determined  
 Fast-Paced  
 Forceful  
 Persistent  
 Self-Starter

### VALUE TO TEAM

Bottom-Line Thinker  
 Challenge-Oriented  
 Get Things Done Mentality  
 High Standards  
 Independent Worker  
 Initiates Activity

### POTENTIAL WEAKNESSES

Aggressive  
 Competitive  
 Demanding  
 Egotistical  
 Impatient  
 Impulsive  
 Insensitive  
 Lack of Diplomacy  
 Risk-Taker  
 Takes On Too Much  
 Unrealistic Expectations



### WORKING WITH DIRECTORS

#### DO:

Demonstrate competence and efficiency  
 Be clear, specific, brief and to the point  
 Stick to business  
 Prepare your points in advance  
 Emphasize results and facts

#### AVOID:

Conversational or personal tangents  
 Being abstract with requests  
 Appearing disorganized  
 Talking about irrelevant things  
 Focusing on feelings

### TIPS TO HELP DIRECTORS IMPROVE

Pace yourself

Become a more patient, open listener

Show sensitive and empathy

Act less hastily

# THE SOCIALIZER (THE DOG)

## Primary Focus = INTERACTIONS

### DESCRIPTORS

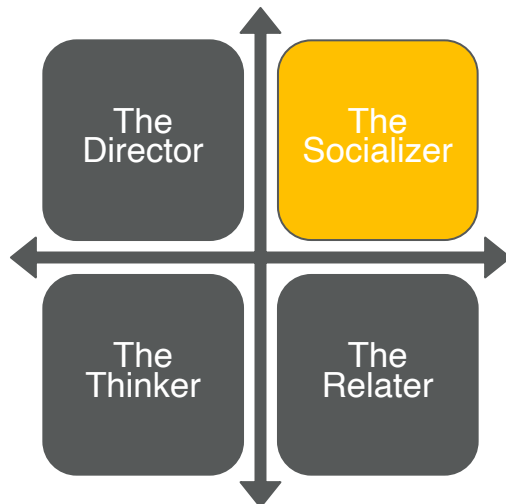
Charming  
Collaborative  
Enthusiastic  
Expressive  
Fun  
Optimistic  
Outgoing  
Persuasive  
Talkative  
Visionary

### VALUE TO TEAM

Creative  
High Energy  
Motivational  
Negotiates Conflict  
Outspoken  
Politically Adept  
Team Player

### POTENTIAL WEAKNESSES

Easily Distracted	Overly Interested in Popularity
Emotional	Overly Trusting
Egotistical	Poor Listener
Inattentive to details	Self-Promoting
Opportunistic	Unrealistic



### WORKING WITH SOCIALIZERS

#### DO:

Be friendly and build rapport  
Talk about the big picture more than details  
Keep them focused  
Support their ideas and opinions

#### AVOID:

Being all business  
Being curt or cold  
Controlling the conversation  
Focusing only on facts and figures  
Hurrying them

### TIPS TO HELP SOCIALIZERS IMPROVE

Concentrate on the job at hand  
Control time and emotions

Follow through on promises  
Pay more attention to details

# THE RELATER (THE ELEPHANT)

## Primary Focus = TRUST

### DESCRIPTORS

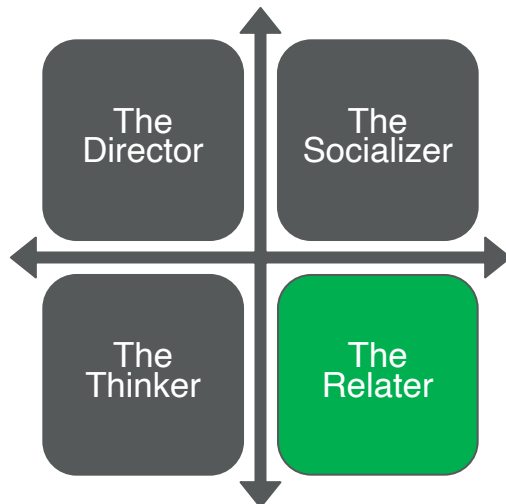
Calm  
 Cooperative  
 Dependable  
 Feeling Oriented  
 Gentle  
 Introverted  
 Liable  
 Predictable  
 Stable  
 Supportive

### VALUE TO TEAM

Empathetic Listener  
 Long-Term Relationships  
 Minimal Conflict  
 Patient  
 Reliable Team Player  
 Service-Oriented  
 Good at Mediating

### POTENTIAL WEAKNESSES

Avoids Conflict  
 Indecisive  
 Inflexible  
 Slow Paced  
 Timid  
 Oversensitive  
 Difficulty Setting Boundaries  
 Difficulty Adapting to Change  
 Lack of Conviction  
 Too Much Focus on Consensus  
 Too Much Discussion



### WORKING WITH RELATERS

#### DO:

Be non-threatening and warm  
 Allow them time to trust you  
 Be personable and patient  
 Focus on team benefits  
 Minimize risk

#### AVOID:

Rushing into business and making demands  
 Pushing them to move too quickly  
 Being loud or dominating

### TIPS TO HELP RELATERS IMPROVE

Learn to say no and set limits  
 Avoid oversensitivity

Take some risks  
 Demonstrate a sense of urgency

# THE THINKER (THE OWL)

## Primary Focus = DATA

### DESCRIPTORS

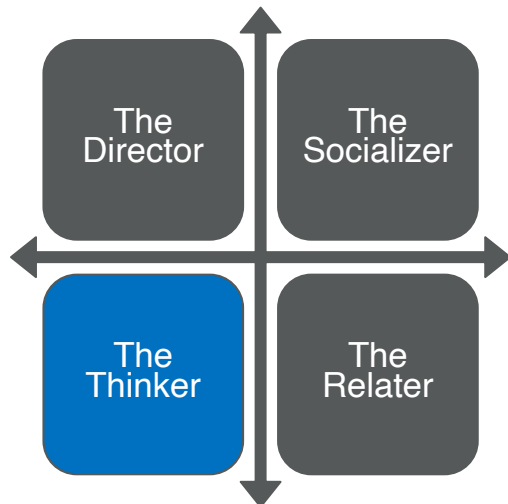
Analytical  
 Cautious  
 Competent  
 Compliant  
 Conscientious  
 Factual  
 Logical  
 Patient  
 Reflective  
 Reserved

### VALUE TO TEAM

Critical Thinking  
 Gets Information  
 High Quality Work  
 Objective  
 Procedural and Systematic  
 Problem Solver

### POTENTIAL WEAKNESSES

Overly Critical  
 Overly Intense  
 Perfectionistic  
 Pessimistic  
 Picky  
 Rigid  
 Slow Decision Making  
 Defensive When Criticized  
 Bugged Down in Details  
 Uncomfortable with Risk  
 Doesn't See Grey Area



### WORKING WITH THINKERS

#### DO:

Collect your data in advance  
 Be logical, detailed and accurate  
 Adhere to established procedures  
 Stick to business

#### AVOID:

Being overly personal, informal or casual  
 Being disorganized or messy  
 Focusing on feelings, not facts  
 Criticizing

### TIPS TO HELP THINKERS IMPROVE

Use policies and rules as guidelines, not laws  
 Make timely decisions

Collaborate with others  
 Show appreciation and concern for others