

PROFILES AT A GLANCE

WHAT'S YOUR STYLE?

Check off the traits that generally apply (keeping in mind that you probably behave differently in different groups and situations). Tally up the relevant traits in each category for a rough gauge of which styles you draw on most often.

- | | | | |
|--|--|---|---|
| <input type="checkbox"/> Outgoing
<input type="checkbox"/> Focused on the big picture
<input type="checkbox"/> Spontaneous
<input type="checkbox"/> Drawn to risk
<input type="checkbox"/> Adaptable
<input type="checkbox"/> Imaginative | <input type="checkbox"/> Diplomatic
<input type="checkbox"/> Empathic
<input type="checkbox"/> Traditional
<input type="checkbox"/> Relationship-oriented
<input type="checkbox"/> Intrinsically motivated | <input type="checkbox"/> Quantitative
<input type="checkbox"/> Logical
<input type="checkbox"/> Focused
<input type="checkbox"/> Competitive
<input type="checkbox"/> Experimental
<input type="checkbox"/> Deeply curious | <input type="checkbox"/> Methodical
<input type="checkbox"/> Reserved
<input type="checkbox"/> Detail-oriented
<input type="checkbox"/> Practical
<input type="checkbox"/> Structured
<input type="checkbox"/> Loyal |
|--|--|---|---|

HOW CAN YOU GET THE MOST OUT OF EACH STYLE ON YOUR TEAM?

Know what gets them excited—and what they find off-putting.

- | | | | |
|--|---|---|---|
| ENERGIZED BY:
Brainstorming <input checked="" type="checkbox"/>
Spontaneity and trying new things <input type="checkbox"/>
Enthusiasm <input type="checkbox"/> | Collaboration <input checked="" type="checkbox"/>
Communication <input checked="" type="checkbox"/>
Trust and respect <input checked="" type="checkbox"/> | Solving problems <input checked="" type="checkbox"/>
Directness <input checked="" type="checkbox"/>
Winning <input checked="" type="checkbox"/> | Organization <input checked="" type="checkbox"/>
Predictability and consistency <input checked="" type="checkbox"/>
A detailed plan <input checked="" type="checkbox"/> |
| ALIENATED BY:
Rules and structure <input type="checkbox"/>
The word “no” <input type="checkbox"/>
A focus on process <input type="checkbox"/> | Politics <input type="checkbox"/>
Conflict <input type="checkbox"/>
Inflexibility <input type="checkbox"/> | Indecision <input type="checkbox"/>
Inefficiency <input type="checkbox"/>
Lack of focus <input type="checkbox"/> | Disorder <input type="checkbox"/>
Time pressure <input type="checkbox"/>
Ambiguity and uncertainty <input type="checkbox"/> |

