

WHAT'S YOUR LEADERSHIP STYLE?

I demonstrate strength in the following areas:

- a. _____ Administration, leadership & decision-making
- b. _____ Enthusiasm, motivation & persuasion
- c. _____ Teamwork, listening & follow-through
- d. _____ Organization, planning & systems

In my professional environment, I focus on:

- a. _____ The task / getting results
- b. _____ The relationship / interaction
- c. _____ The relationship / communication
- d. _____ The task / process

The working environment in which I feel most comfortable is:

- a. _____ A business-like, fast paced, bottom line atmosphere that reflects competence.
- b. _____ An outgoing, friendly, enthusiastic environment that gives recognition and approval to the person's ideas and goals.
- c. _____ An open, quiet, friendly, environment that demonstrates personal attention and an interest in cooperation.
- d. _____ A business-like, deliberate paced, detail-oriented environment atmosphere that presents evidence and documentation.

When considering making a purchase, I ask:

- a. _____ Will it do the job?
- b. _____ Who else is using it?
- c. _____ How will others react to it?
- d. _____ How does it work?

I am motivated to:

- a. _____ Get immediate results
- b. _____ Impress and influence others
- c. _____ Work cooperatively with others
- d. _____ Be thorough and accurate

To influence your decision-making, others need to provide:

- a. _____ Options with open analysis
- b. _____ Testimonials and incentives
- c. _____ Personal service and assurances
- d. _____ Data and documentation

At play, I am:

- a. _____ Competitive and aggressive
- b. _____ Spontaneous and playful
- c. _____ Casual and cooperative
- d. _____ Orderly and play by the rules

Regarding pace, I:

- a. _____ Work quickly and decisively
- b. _____ Work fast and spontaneously
- c. _____ Work slowly and cohesively with others
- d. _____ Work slowly and systematically

I feel secure when:

- a. _____ I'm in control and in a leadership position
- b. _____ I have other's approval
- c. _____ I'm surrounded by friends and cooperation
- d. _____ I'm prepared

TOTALS:

A = _____ (D)
B = _____ (S)
C = _____ (R)
D = _____ (T)

Communication Styles

DRIVER

People in charge or who want to be in charge!

- Direct, result-oriented, demanding, independent, competitive, risk takers & impatient.
- Focuses on the task, goals, the bottom-line.
- Motivated by challenges.
- Gets things done by insisting on action and doing it their way!
- Interaction Tip: Do it quickly, confidently and talk results!

SOCIALIZER

People who specialize in socializing.

- Optimistic, gregarious, charming, impulsive, enthusiastic and disorganized.
- Focuses on people – the relationship, the interaction.
- Motivated by social recognition and approval.
- Gets things done by motivating and persuading others to action.
- Interaction Tip: Do it with flair and talk about them and their ideas!

RELATER

People who prefer working in teams.

- Supportive, easy-going, predictable, loyal, slow-paced and resistant to change.
- Focuses on camaraderie and team harmony.
- Motivated by maintaining the status quo, avoiding conflict.
- Gets things done by consistent performance and following a step-by-step approach.
- Interaction Tip: Do it with a friendly, cooperative tone and offer assurances of support!

THINKER

People who are quality control experts.

- Perfectionists, factual, orderly, accurate and critical.
- Focuses on the details of a task –the process.
- Motivated by the need for correctness.
- Gets things done slowly and methodically – and without mistakes!
- Interaction Tip: Do it with an organized, thoughtful approach that centers on the task. Go for facts, not fluff!