

D: Dominance

Communication: Straight Forward, Big Picture, End Goal, Clear Outcome on conversation.

Time Management: Self Directed, When in the deadline, I will get it done,

Problem Solving: Timely Resolution, Fix all issues not just a piece

Meetings: Agenda – for focus, Purpose - why are we there, Results, Action Items, Necessity – only include me if you need me

Empowering/Trusting: Independence, Clear Objectives,

Supportive/Motivation/Inspiring: Trust, Flexibility, Increased responsibility, Give me more, Specific,

PIP / Performance Feedback – Direct, Specific, Immediate, Goal Oriented, Nuts and Bolts clear,

Directive/Learning/Training – Specific and Concise, Tell me the objective, Timeframe, Learn by doing, Trust, Flexibility,

I: Influence

Communication: Clear and Concise and Discuss, Personalize it, Genuine Interest, Friendly, Personal Opener,

Time Management: Distracted Easily, Multi-taskers, Procrastinators, Surface Work, Corner Cutter, Give us more to do it will get done, but if 0 busy will find more fun,

Problem Solving: Why the problem, Details, Open to ideas/ concepts, 0 overanalyze, instinctive, Flexible

Meetings: Have an agenda, Start on time, finish early, Don't drag out meeting, 0 meetings for sake of meetings, Action items

Empowering/Trusting: Ownership, Flexibility, Authority 2 make decisions, Challenge, Allow 4 mistakes, No micromanaging, allow for mentorship

Supportive/Motivation/Inspiring: Friendly competition, rewards recognition and monetary, work is valued, peer pressure and guilt,

PIP / Performance Feedback – Balanced Feedback Pos/Neg, Mentored, Immediate positive feedback, consequences and or accountability,

Directive/Learning/Training – Hands on, Role Modeling, Non-abrasive, encouraged, positive feedback,

C: Conscientiousness

Communication: Detailed... but concise, providing supporting information, Timely communication,

Time Management: There's a schedule and we'll keep it, be on time, lists, prioritizing

Problem Solving: Clear Process, Facts not feelings, no drama, Analyze data, formulate solutions, need to come to resolution and move on, Follow Up

Meetings: Stick to the agenda, be on time, be prepared, need time to prepare, Facts not the feelings, know who's responsible for what, '

Empowering/Trusting: Independence, Support when we have questions, Give us the goal and the boundaries and let us figure it out, Brief clear directions, feedback along the way, Schedule with a clear deadline, don't change directions on us along the way,

Supportive/Motivation/Inspiring: Show me how useful this will be the value, Give us the big picture, let me do it my way, clear expectations/deadlines so I know what success looks like, Feedback along the way,

PIP / Performance Feedback – In person, Tell us why/explain, Give specifics (black in white), Tell us good and bad, Tell us how to improve – how do you want to see it, Goal – Clear Objective, Make it brief,

Directive/Learning/Training – Step – by Step, Process/Plan, Show me how then leave me alone, Ill learn by making a mistake one then never do it again, We like the challenge of figuring it out on our own, we want to make it perfect.

S: Steadiness

Communication: Don't expect and immediate answer, personal feel to conversation, Open, Allow time for discussion and thought, let us know you interested, '

Time Management: Don't rush us, we will procrastinate with great end results, trust that it will get done,

Problem Solving: To be given time, clear communication / directions/ clear process, must have end goal with clear definition of problem, good listening skills patience

Meetings: Allow time for questions and discussion about meeting topic, we want agenda in advance, summarize and action plan at the end,

Empowering/Trusting: Freedom to use personal judgment, Helping others succeed, accountability, being given authority, positive reinforcement,

Supportive/Motivation/Inspiring: Positive, Regular Feedback, Personal Progress, What's the big picture – end result, Team Recognition, Clear Goals / Communication.

PIP / Performance Feedback – Clear direction, Demonstration and observation, assistance and support, time to learn, constructive criticism, positive reinforcement,

Directive/Learning/Training – Demonstrate – let me do it, be patient and answer all my questions, give me the necessary tools, be positive, encouragement, step by step plan, explain my mistakes and give me time to learn.