



# Reaching our goals by achieving yours!

## PICK A STYLE, ANY STYLE

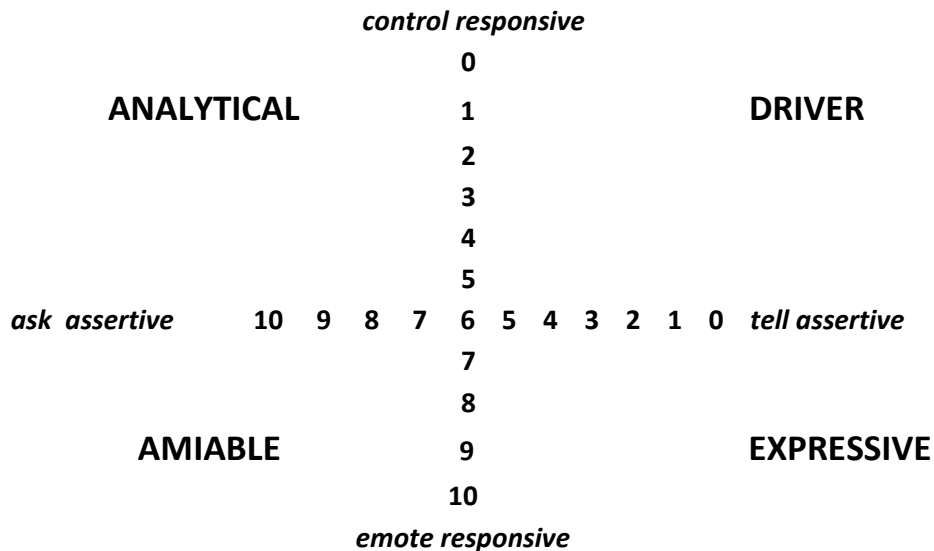
Check one work from each pair, responding to the statement, "If I were forced to choose, I would say this person is..." or "I am..." Pick the one that applies 51% of the time. Answer all.

A		or		B	
more animated	___		or	more passive	___
more take charge	___		or	more go along	___
more assertive	___		or	more hesitant	___
more challenging	___		or	more accepting	___
more active	___		or	more thoughtful	___
more confronting	___		or	more supporting	___
more talkative	___		or	more quiet	___
more bold	___		or	more retiring	___
more intense	___		or	more relaxed	___
more forceful	___		or	more subtle	___
				TOTAL	___

Total the check marks in column B and put the score on the TOTAL line. Now circle the TOTAL number on the horizontal line on the graph.

C		or		D	
more flamboyant	___		or	more proper	___
more spontaneous	___		or	more disciplined	___
more responsive	___		or	more self-controlled	___
more impulsive	___		or	more methodical	___
more close	___		or	more distant	___
more feeling	___		or	more thinking	___
more people-oriented	___		or	more task-oriented	___
more outgoing	___		or	more reserved	___
more dramatic	___		or	more matter-of-fact	___
more warm	___		or	more cool	___
TOTAL	___				

Total the check marks in column C and put that score in the TOTAL line. Now circle the TOTAL number on the vertical line on the graph.





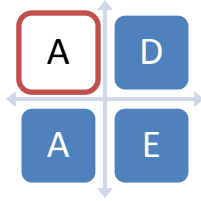
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	<b>Driver</b>	<b>Amiable</b>	<b>Analytical</b>	<b>Expressive</b>
<b>Behavior</b>	controls, dictates	agreeable, personable, friendly, caring, helpful	attentive to details, systematic	creative, warm, charismatic, energetic
<b>Under Pressure</b>	yells, blows-up, bullies, throws tantrums arrogant	submit, accommodate, passive-aggressive	become silent, flee or withdraw, autocratic	talk louder and faster, comply
<b>Payoff</b>	they feel superior, other people submit	illusion of harmony, never have to take risks, relationships	consistency, well-prepared	communication, center of attention, influential
<b>Strengths</b>	decisive, get things done, self confident	likable, loyal, team player, steadfast, patient	accurate, fact finder, precise, organized	people oriented, persuasive, verbal skills, optimistic
<b>Weaknesses</b>	intimidate and alienate people	indecisive, waste time, gullible, withhold negative	stubborn, boring, aloof, unimaginative	egotistical, lack if follow through, "flaky"
<b>Needs</b>	control, power, to be right	security and belonging, to please others, predictable	controlled work, security, order, status quo	popularity, warmth/feeling, social recognition
<b>Success Tools</b>	support their goals, get to the point, be business-like, task-oriented	be casual and sincere, listen, slow down, set goals, emphasize self-development	go step by step, use logic, and structure, tie new ideas to old ones	use flexibility, be enthusiastic, let them talk, use demonstrations



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## Style Description-Analytical



An Analytical is perceived as deliberate, constrained and logical; a listener who is seen maximizing the use of procedures, often weighing all alternatives and remaining steadfast in purpose; a disciplined person seen as letting others take the social initiative, remaining independent of others and non-aggressive. People perceive an Analyticals as unemotional, businesslike and persistent in their relationships with others.

An analyticals goal is best achieved when risk has been engineered out of the problems ahead of time and data have been compiled that support purposes, practicality and policy, gaining the whole picture rather than the big picture.

Some of the specific adjectives used to describe an Analytical are:

- Technically oriented, seeking structure, certainty and evidence before making decisions.
- Quiet, unassuming, showing little emotion when dealing with others.
- Taking little social initiative with others, remaining guarded until a strong relationship have been founded
- Interested in discovering and solving problems.

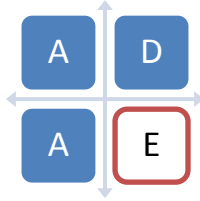
Many of these Analytical tendencies are seen as strengths by others in the following ways:

- Approaches problems based on facts and logic
- Accepts new ideas only after assessing the practical payoff
- Gets mileage out of existing ideas and procedures before going on to something new
- Tries to make the most practical decision by being thorough and conservative
- Approaches people with caution and care, not extending one's self until comfortable, and then establishing strong bonds.
- Has productive competence in working out a problem or in getting a job done right.



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## Style Description – Expressive



An Expressive is perceived as aggressive, inspiring and emotional; a friendly person who feels comfortable taking the social initiative, spending time engaging in friendly small talk before moving to the task at hand; a person seen as relying on feelings to help making decisions; excitable and ready to share insights and dreams.

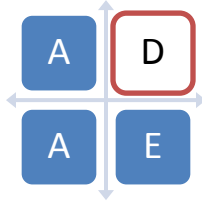
Some of the specific adjectives used to describe an Expressive are:

- Excitable, fun-loving and talkative.
- People oriented, likes an audience, and views applause or recognition as a cherished award for accomplishment.
- Achievement-oriented, a risk-taker, competitive and spirited.
- Futuristic, creative and easily inspired.

Many of these Expressive tendencies are seen as strengths by others in the following ways:

- The responsiveness and friendliness create excitement and motivation in others.
- Has ability for making people feel comfortable with you and about them.
- Naturally provides strokes, is friendly and fun to be around.
- Shows enthusiasm and doesn't feel inhibited to share dreams and ideas.
- Actions are aggressive, ambitious and results-oriented.

## Style Description – Driver



A Driver is perceived as businesslike in relating to others, aggressive, taking initiative, and results-oriented; a person seen as liking to challenge new ideas, who responds quickly and does not hesitate to correct, amend, modify or confront others; a person seen as straightforward, quick to act, opportunistic and forceful.

A Driver's goal orientation is best achieved when in charge and taking the initiative. Drivers are seen as responding well to situations in which they can map out plans and have others carry them out. They like to make things happen, take risks and enjoy problems or tasks as a challenge.

Some of the specific adjectives used to describe Drivers are:

- Dominant, forceful and strong willed.
- Not showing or sharing personal feelings or emotions.
- Having a desire to initiative, control and serve as own motivator.
- Efficient, hard-working and results oriented.
- Direct and to the point when dealing with others.

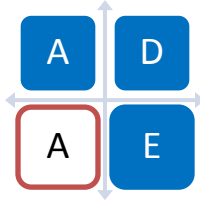
Many of these Driving tendencies are seen as strengths by other in the following ways:

- Likes to take charge, command and control.
- Quick to act.
- Likes challenge, prefers to deal with things that are difficult to master.
- Prefers to direct and co-ordinate the work of others.
- Makes things happen
- Seen as taking responsibility and relieving others of it.
- Production is a priority and, when committed, sees that things get done.



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## Style Description –Amiable



An Amiable is perceived as quiet, unassuming and supportive; a warm friendly listener, who is easy to get along with, enjoys personal contact and shared responsibility.

The Amiable's goal orientation is best achieved by first establishing strong personal ties. They are perceived as avoiding risks or fast decisions when possible unless they have strong support or data to back them up.

The Amiable likes time to build relationships and seek support and feedback from others on decisions. They are seen as co-operative in their interaction with others.

Some specific adjectives used to describe Amiable's are:

- Accepting of others with a high priority to get along.
- Quiet, co-operative and supportive.
- Easy to get to know and work with
- Tending to minimize interpersonal conflict whenever possible.

Many of these Amiable tendencies are seen as strengths by others in the following ways:

- Gives advice and counsel, is helpful to others and provides positive strokes for other people's work and accomplishments.
- Has deep sense of loyalty and dedication to those in the work and peer groups
- Communicates a great deal of trust and confidence in other people.
- Coaching and counseling skills are seen as part of their behavior.