

BEHAVIORAL STYLE CHARACTERISTICS

Amiable

THRIVES on relationships, feelings
DESIRES security and harmony
MOTIVATED by appreciation

WORK STYLE:

- enjoys 1-1 conversations
- asks many questions
- changes reluctantly
- dislikes conflict
- under stress will submit
- Asks, "How does this relate to me?"
- Time oriented to past, present, or future

AREA OF TENSION: Conflict

AREA OF GROWTH: Initiating

Expressive

THRIVES upon new ideas, variety
DESIRES freedom and to be liked
MOTIVATED by recognition

WORK STYLE:

- friendly and outgoing
- likes to talk and sell ideas
- spontaneous and impulsive
- risk-taker
- under stress will confront
- Asks, "How do we make this happen?"
- Time oriented to the future

AREA OF TENSION: Rejection

AREA OF GROWTH: Organizing

Analyzer

THRIVES upon data, facts, details
DESIRES high standards and accuracy
MOTIVATED by organization

WORK STYLE:

- detailed
- focused and serious
- cautious
- problem-solver
- under stress will withdraw
- Asks, "How does this work?" "Why?"
- Time oriented to the past

AREA OF TENSION: Being Wrong

AREA OF GROWTH: Taking a Position

Driver

THRIVES upon results, power, challenge
DESIRES action, change, fast pace
MOTIVATED by money, power

WORK STYLE:

- decisive
- self-reliant
- wants results now
- prefers being in control
- under stress will tell you what to do
- Asks, "What and by when?"
- Time oriented to present, NOW!

AREA OF TENSION: Loss of Control

AREA OF GROWTH: Listening