

S

RESERVED » » PEOPLE-FOCUSED

STRENGTHS

- △ Reliable
- △ Loyal
- △ Systematic
- △ Good listener
- △ Mediator

WEAKNESSES

- ▽ Lack of self-motivation
- ▽ Resistant to change
- ▽ Sensitive
- ▽ Difficulty establishing priorities
- ▽ Avoids confrontation

TO STAY FOCUSED, YOU NEED

- » Security
- » Appreciation

MOTIVATION

- » Motivated by security and feeling appreciated
- » When you are stalled, consider a mentor to review what you have completed and provide you with the appreciation and assurance needed to continue. Don't put off showing them the whole project; share it in small sections so you receive multiple assurances while methodically moving through your action item without pressure to complete it in one sitting.

CORRECT YOUR BLIND SPOT

- » Learn to accept change.
- » Balance the needs of others with your own.

KEY STRENGTHS TO LEVERAGE

- ★ Helping people feel comfortable
- ★ Finding middle ground

As an S, you make sure a group is relaxed and comfortable. Mediating problems is also one of your key strengths.

Your ability to be transparent and authentic with people resonates best with them.

If you FEAR you are NOT SECURE, you will WITHDRAW FROM THE SITUATION.

As an **S**,
here is how
to connect
with a:

S

D

Be more assertive than is comfortable for you. Deal with issues in a straightforward way and quicken your normal pace. Focus on facts more than feelings. Use your ability to systematize to deliver results efficiently.

I

Be friendly and complimentary and listen to their ideas. Recognize their accomplishments. Share in their excitement.

S

Express appreciation for them and make it a friendly atmosphere. Foster the mutual trust and team approach you both enjoy. Collaborate on planning, systems and technology to create efficiencies.

C

Enter through the door of logic and not relationship so your feelings don't get hurt. Slow your pace and communicate on one topic at a time. Do your homework and bring facts. Expect them to ask questions so they can gather more information, and provide them time to evaluate data before making a decision.