

Behavioral Characteristics

	DOMINANCE	INFLUENCE	STEADINESS	COMPLIANCE
	(D)	(I)	(S)	(C)
HIGH work strengths	<ul style="list-style-type: none"> • Assertive • Competitive • Direct • Driving • Forceful • Inquisitive • Self-starter 	<ul style="list-style-type: none"> • Communicative • Friendly • Influential • Persuasive • Positive • Verbal 	<ul style="list-style-type: none"> • Amiable • Deliberate • Dependable • Good Listener • Kind • Persistent 	<ul style="list-style-type: none"> • Accurate • Careful • Compliant • Logical • Perfectionist • Precise
LOW support factors	<ul style="list-style-type: none"> • Consultative • Non-demanding • Cautious • Conservative • Mild 	<ul style="list-style-type: none"> • Probing • Reflective • Serious • Factual • Logical 	<ul style="list-style-type: none"> • Active • Alert • Demonstrative • Mobile • Restless 	<ul style="list-style-type: none"> • Firm • Independent • Persistent • Strong-willed • Stubborn
Focus	<ul style="list-style-type: none"> • Power 	<ul style="list-style-type: none"> • People 	<ul style="list-style-type: none"> • Pace 	<ul style="list-style-type: none"> • Policy
Communication Style	<ul style="list-style-type: none"> • Tell 	<ul style="list-style-type: none"> • Sell 	<ul style="list-style-type: none"> • Listen 	<ul style="list-style-type: none"> • Write
Motivators	<ul style="list-style-type: none"> • Tangible Goals 	<ul style="list-style-type: none"> • Recognition 	<ul style="list-style-type: none"> • Security • Team Inclusion 	<ul style="list-style-type: none"> • Policy and Information
Fears	<ul style="list-style-type: none"> • Failure 	<ul style="list-style-type: none"> • Rejection 	<ul style="list-style-type: none"> • Insecurity • Exclusion 	<ul style="list-style-type: none"> • Conflict • Chaos
Question	<ul style="list-style-type: none"> • What 	<ul style="list-style-type: none"> • Who 	<ul style="list-style-type: none"> • Why 	<ul style="list-style-type: none"> • How
Leadership Style	<ul style="list-style-type: none"> • Authoritarian 	<ul style="list-style-type: none"> • Democratic 	<ul style="list-style-type: none"> • Procedural 	<ul style="list-style-type: none"> • Knowledge based

Based on high characteristics

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