

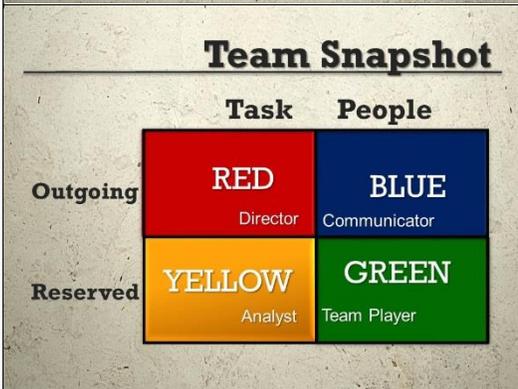
WELCOME



INTERNAL MOTIVATORS

<p>RED The Director</p> <ul style="list-style-type: none"> • Direct • Decisive • Problem solver • Risk taker • Results-oriented 		<p>BLUE The Communicator</p> <ul style="list-style-type: none"> • Enthusiastic • Persuasive • Talkative • Impulsive • Optimistic
<p>YELLOW The Analyst</p> <ul style="list-style-type: none"> • Accurate • Conscientious • Careful • High standards • Fact-finder 		<p>GREEN The Team Player</p> <ul style="list-style-type: none"> • Good listener • Steady • Peacemaker • Understanding • Friendly

PERSONALITY SNAPSHOTS



TWO QUESTIONS

MY INSTRUCTION LABEL:

When you communicate with me, do these things:

Communication practices that I'm working on are:

IDEAS TO HELP OTHERS COMMUNICATE WITH ME:

<p>RED: The Director</p> <ul style="list-style-type: none"> <input type="checkbox"/> Get to the point. <input type="checkbox"/> Don't try to sell me on ideas. Just give me the facts. <input type="checkbox"/> Do be clear about the desired result. <input type="checkbox"/> Give me a definite deadline. <input type="checkbox"/> Don't micromanage me. <input type="checkbox"/> Give me a task and let me determine how to do it. <input type="checkbox"/> Clarify my level of authority on projects. <input type="checkbox"/> Don't keep talking once I've shown I understand what you're saying. <input type="checkbox"/> Don't bury me in details. <input type="checkbox"/> Don't "take it personally". 	<p>BLUE: The Communicator</p> <ul style="list-style-type: none"> <input type="checkbox"/> Allow time for small talk. <input type="checkbox"/> Acknowledge my ideas and accomplishments. <input type="checkbox"/> Explain the specific result you expect from assignments. <input type="checkbox"/> Give me clear deadlines. <input type="checkbox"/> Help me create systems to organize my ideas. <input type="checkbox"/> Don't go too long without allowing me an opportunity to speak. <input type="checkbox"/> Give me additional information in writing so I can review it later. <input type="checkbox"/> Allow me to have fun with tasks. <input type="checkbox"/> Communicate with me often. <input type="checkbox"/> Help me focus when my attention drifts.
<p>YELLOW: The Analyst</p> <ul style="list-style-type: none"> <input type="checkbox"/> Bring me facts and details. <input type="checkbox"/> Keep it professional. <input type="checkbox"/> Be specific. <input type="checkbox"/> Give me the task and let me run with it. <input type="checkbox"/> Tell me the standards used to judge my work. <input type="checkbox"/> Do not change rules in the middle of a project unless you explain why. <input type="checkbox"/> Set deadlines for tasks and projects. <input type="checkbox"/> Give me time to review information so I can understand and accept changes. <input type="checkbox"/> Show me how the task I'm working on will affect the situation. <input type="checkbox"/> Give me pros and cons so that I can make an informed decision. 	<p>GREEN: The Team Player</p> <ul style="list-style-type: none"> <input type="checkbox"/> Give me an understanding of how my role fits into the big picture. <input type="checkbox"/> Don't be confrontational. <input type="checkbox"/> Give me step-by-step instructions. <input type="checkbox"/> Help me find and connect with the resources I need to be successful. <input type="checkbox"/> Take the time to explain changes and why they are being made. <input type="checkbox"/> Notice when I get quiet or withdrawn and help me communicate the problem. <input type="checkbox"/> Give me time to understand changes and new information. <input type="checkbox"/> Allow me to work as part of a team. <input type="checkbox"/> Don't delegate to me and then not follow up with support. <input type="checkbox"/> Take time to connect with me as a person.

*These are not scientific research results, but responses from years of workshops. They should not be viewed as a generalization of personalities, but rather a representation of some of the traits and communication methods preferred by a majority of participants. RESOURCES: <http://www.discoveryreport.com/introduction-to-disc-personality-types.html> * <http://changingminds.org/explanations/preferences/disc.htm> * <http://www.mycareertopia.com/personality-assessments-whats-the-difference-between-myers-brigg-and-disc/>*