

Understanding the 4 Behavioral Styles

Relaters/Loyals

Everybody Get Along with Each Others
Caretakers of Family, Friends and Co-Workers
Enjoys Routine, No Surprises Please
Very Caring Toward Others
Good Listeners (Talk to me!)
Not Taking Care of Themselves
Reassurances that Everything is Alright

Office: Candy Dish/Family Pictures/Food and Meds

Problem: How does the team feel about this?

Thinkers/Factuals

Get it Right/Accuracy
Planning/Organizing
Structure is Important
Indirect Communicator
Perfectionism, Not Finishing Timely
Wants to be Validated for the Depth of Their Work
Handling and Dissemination of Information and Data

Office: Neat, Organized, Books and Resources in Reach

Problem: “Let me think about that and I’ll let you know.”

Socializers

Need and Give Appreciation/Recognition

Great Ideas

Spontaneity/Fun at Work is Essential

Follow-Through is a Weakness

Likes to do Things at the Last Minute

People/People (Works best with people, not alone)

Naturally Influential with Co-Workers

Needs to be Communicated to in Positive Language

Office: Pictures of People, Fun Focused, Toys and Candy

Problem: “Let’s call a meeting and talk about this.”

Directors/Efficients

Get it Done...Now

Results Focused

Needs Control

Prefers to be the Decision-Maker

Can be Perceived to be Rude and Abrasive

Very Direct Communicator

Be Productive

Office: Projects and work lined up on desk. Cool

Environment...Trophies and Awards (Competition)

Problem: No time for problems. “Here...it’s fixed. Do it!”