

Preferences

Problem solving and risk taking; handling situations with great expediency; being result driven; focusing on the bottom line; winning; being energized by challenges & conquering them.

Challenges

Beware that others may perceive assertiveness as quite demanding. If such behavior persists, it can generate some “withdraws” by others from their *Emotional Bank Account*.

Non-Verbal Communication

<i>Handshake</i> - Firm and not held long	<i>Posture</i> - Alert, ready for action
<i>Gestures</i> - Used to speed things up	<i>Sitting</i> - When sitting... sits up and forward
<i>Eye Contact</i> - Strong if they are listening	<i>Walking</i> - Typically walks quickly from point A to B
	<i>Stance</i> - Hands on hips or arms crossed

Communication & Tendencies

<i>Conversation</i> - Charges right into issues	<i>Power Cues</i> - Determines time/place of meetings
<i>Pace</i> - Fast and abbreviated	<i>Email</i> - Most pertinent details only, often bulleted
<i>Tone</i> - All business, confident, challenging	
<i>Focus</i> - Solve problems... quickly!!!	

D

Preferences

Having influence on others; actively interacting with people; being energized by frequent connections with others; expressing themselves openly; inspiring others.

Challenges

Enthusiasm is not always appreciated. Beware that it may be overpowering at times.

Non-Verbal Communication

<i>Posture</i> - Anticipating your response	<i>Handshake</i> - Communicates “Happy to see you”
<i>Sitting</i> - Perched and ready to act	<i>Gestures</i> - Animated (uses hands to emphasize)
<i>Walking</i> - Energetic pace	<i>Eye Contact</i> - Looks steady and intensely to engage
<i>Stance</i> - Surveying for next opportunity	

Communication & Tendencies

<i>Conversation</i> - Opens with informal greeting
<i>Pace</i> - Spontaneous, speaks rapidly
<i>Tone</i> - Enthusiastic, optimistic and inspirational
<i>Focus</i> - Builds relationships, generates ideas, expressive
<i>Power Cues</i> - Talks on the phone, awards hanging on the wall
<i>Email</i> - Exaggerated pleasantries; emojis and expressive punctuation

I

Preferences

Procedures are followed and accurate; quality work; correctness is important; time to assess and analyze situations or issues; logical approaches; likes to know all the facts.

Challenges

The drive to have exacting figures may lead to getting stuck in details, and private nature may make them appear as aloof to others.

Non-Verbal Communication

<i>Handshake</i> – Formal	<i>Posture</i> – Closed
<i>Gestures</i> – Deliberate	<i>Sitting</i> - Prefers distance between you
<i>Eye Contact</i> – Sparse	<i>Walking</i> - Detached and quiet
	<i>Stance</i> - Contemplative

Communication & Tendencies

<i>Conversation</i> - Opens with a formal, factual message	<i>Power Cues</i> - Reference materials are sequenced
<i>Pace</i> - Cautious, procedure-driven, analytical	<i>Email</i> - High attention to detailed information
<i>Tone</i> – Controlled, logical, listens and then asks why	logically displayed specifics
<i>Focus</i> - Procedures, accuracy, quality	

C

Preferences

Planning; being well-disciplined; having systems & methods; being a team player rather than leader; stable & consistent environments; predictable & systematic pace; to remain calm under pressure.

Challenges

Preference for stability can be observed as wanting to maintain the status quo.

Non-Verbal Communication

<i>Posture</i> - Relaxed and neutral	<i>Handshake</i> - Solid, but friendly
<i>Sitting</i> - Comfortable, composed	<i>Gestures</i> - Minimal
<i>Walking</i> - Head slightly down to see where they’re going	<i>Eye Contact</i> - Direct without being intense
<i>Stance</i> - Calm, stable	

Communication & Tendencies

<i>Power Cues</i> - Family photos, mementos & serene pictures	<i>Conversation</i> - opens with a personal greeting
<i>Emails</i> - Contains pertinent details, friendly tone	<i>Pace</i> - Methodical, process driven, contemplative
	<i>Tone</i> - Friendly, compassionate & soft spoken
	<i>Focus</i> - Relationships, natural listeners

S