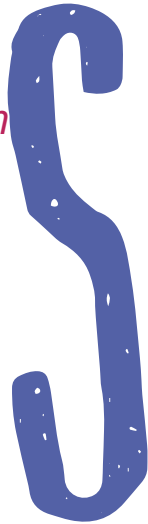


Outgoing

THEM

- Task Oriented
- "Gimme the bottom line"
- Action centered
- Friendly
- Helpful
- Outspoken
- Decisive
- Truth = Trust



YOU

- Less talking, more doing
- Let them make mistakes
- Verbalize their perceptions
- Encourage action
- Set goals

THEM

- Relationship oriented
- Highly verbal
- Process centered
- Big heart
- Talkative
- Generous
- Needs recognition



YOU

- Control the time; don't let them talk it away
- Allow for natural consequences
- Give LOTS of kudos!
- Affirm their dreams

Task

THEM

- Task Oriented
- Details matter
- Ruminator
- Follows through
- Problem solver
- Soft spoken
- "It's what you do, not what you say"



YOU

- Keep them moving forward
- Don't let them get bogged down in the "should's"
- Be softer and slower

THEM

- Relationship oriented
- Resistant to change
- Needs recognition
- Patient
- Considerate
- Generous



YOU

- Give LOTS of affirmation!
- Listen, don't interrupt
- Don't push (or over-encourage)
- Acknowledge the gifts they give you

Relationship

Reserved