

## **Your Relaxed Scored – The natural you**

You scored Habitual in Driver. This indicates that your natural habit is to be Driver Orientated. Typically this means you are practical, like to be active and to get things done. Your likely strengths include being determined, decisive, focussed and results driven, able to work alone, capable of achieving high outputs, dealing with urgent tasks, working at a fast rate and being realistic. You like clear direction, autonomy. Your typical frustrations are delays, slow response, lack of clarity and over complication.

You scored accepted in Amiable. This indicates that you accept spending time and effort on being Amiable orientated. This indicates that you readily accept listening to others' points of view, even if you think it is irrelevant, and building good relationships. You also accept the need to be sensitive to others' moods and emotions and respect past precedence.

You scored avoiding in Analyst. This indicates that have a tendency to avoid being Analytical orientated. Therefore you are naturally likely to avoid things such as too much planning and preparation. You are likely to avoid spending too much time thinking things over, weighing up all the advantages and disadvantages. You are also likely to avoid highly complex matters, especially when there is a large amount of information to digest.

You scored accept in Expressive. This indicates that you have a tenancy to accept spending effort on Expressive orientated elements. These might include theoretical thinking, being creative, original or unusual. It may also indicate that you accept others expressing a controversial point of view and people attempting to influence you with their ideas.

## **Your Pressure Scores – The Adaptive you when you are under pressure of performance and / or time**

When under pressure you scored Habitual in Driver. This indicates that under pressure you will have a tendency to get on and do things, be active and achieve progress quickly. You are likely to focus on the immediate short term challenges that you face.



When under pressure your Amiable score is rejected. This indicates that when under pressure you have a tendency to avoid an Amiable orientation. This means that in these situations you do not want to spend time or energy on building relationships, small talk or worrying about other's views and or feelings.

When under pressure you score overbearing on Analyst. Therefore this indicates that when under pressure you have a tendency to put a lot of thought into important matters. You like to consider all angles and have a lot of information to review. In such circumstances you do not like to jump to conclusions and you prefer to make considered and well thought out decisions. When under pressure you are risk adverse and are likely to implement systems and procedures to avoid things going wrong. Your strengths under pressure are being organised, thorough and able to identify pitfalls and potential risks. Under pressure you want to have the time to fully

consider all aspects and to lay out a good plan. Your typical frustrations in these situations are likely to be inaccuracy and mistakes.

When under pressure your Expressive score is accepted. Therefore in these circumstances you are accepting of considering different and unusual solutions, thinking about future implications, communicating your points of view and those who challenge the status quo.

<b>YOUR STYLISTIC TRAITS</b>		<b>YOUR STYLISTIC TRAITS</b>	
<b>Modes of Communication:</b>	Verbal Directions	<b>Communication Approach:</b>	Self-Contained & Direct
<b>Language Dominance:</b>	Utility Practicality	<b>Personal "Workspace" &amp; Environment:</b>	Efficient, Functional, Busy, Rushed, Structured
<b>People Focus:</b>	"I-ness" Tasks	<b>Pace/Timing:</b>	Decisive & Fast
<b>Interaction Tendency:</b>	Dominating	<b>Priority Outcome/Goal:</b>	Tasks & Tangible Accomplishment
<b>Communication Direction:</b>	Direct but Downwards	<b>Fears About Encounters:</b>	Loss of Control, Power
<b>Identifies Self With:</b>	Superiors & Technology	<b>Tendency Under Pressure or Tension:</b>	Dictates Over-Assert Be Physical
<b>Working Emphasis:</b>	Utilises Technology System	<b>Looks For:</b>	Productivity
<b>How Personnel Are Judged:</b>	Experience & Authority	<b>Benefits Looked For in Communication:</b>	What it Does How it Does It How Quickly What it Costs
<b>How Performance Is Judged:</b>	Who Accomplishes & Produces	<b>Decisions Are:</b>	Decisive/Final
<b>Meeting Posture:</b>	Initiates Directs	<b>Desires To Be:</b>	In Charge
<b>Motivational Influence:</b>	Observable Accomplishment & Useful Action	<b>Wants You To Be:</b>	To the Point
<b>Positive Triggers:</b>	Tangible Features & Workability	<b>Likely To Be Irritated By:</b>	Indecision Slowness Impractical

<b>STYLISTIC TRAITS</b>		<b>STYLISTIC TRAITS</b>	
<b>Negative Triggers:</b>	Slowness & Wordiness	<b>Must Support:</b>	Their Actions
<b>Typical Complaint:</b>	Lack of Action & Speed	<b>Impresses With:</b>	Competition
<b>Overlooks (Blindspot):</b>	Need for Innovation	<b>Secure In:</b>	Controlling
<b>Main Weakness:</b>	Unnecessary Power Fights		
<b>Reaction to Mistakes:</b>	Suppression of Activity/Orders		
<b>Reaction to Pressure:</b>	Pushes Harder & Verbal Abuse		
<b>Reaction to Conflict:</b>	Takes Control & Rules Others		
<b>Non-Motivating Work:</b>	"Non-Doing" & Theoretical		
<b>Form of Discipline:</b>	Threatens Loss of Job or Position		
<b>Fears About Self:</b>	Being Soft Dependency		
<b>Fears About Others:</b>	Low, Tangible Production & "Laziness"		
<b>Time Focus &amp; Concerns:</b>	"Now-ness" Immediacy (Urgency)		