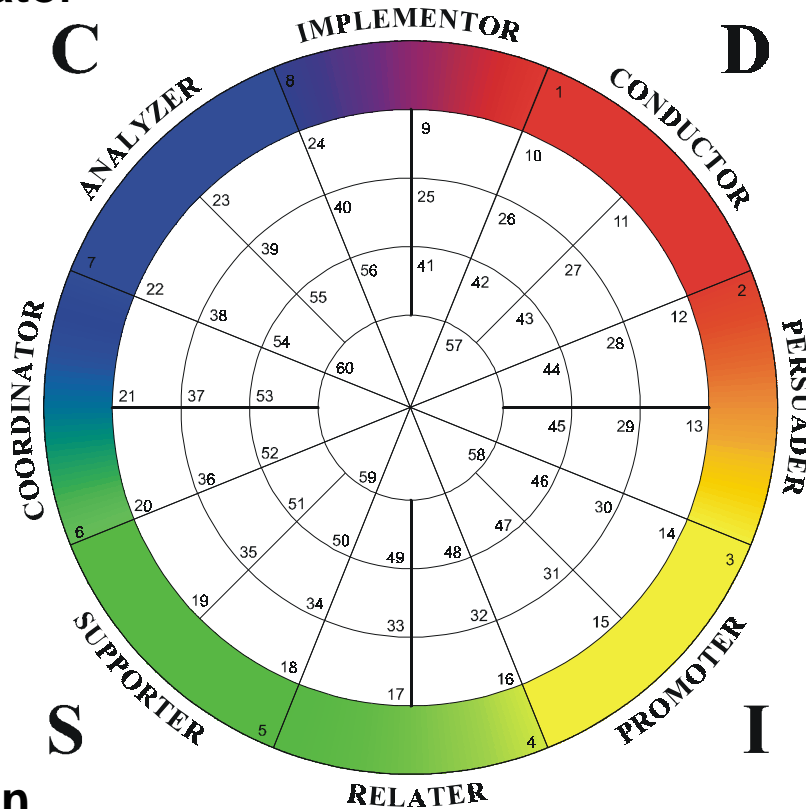


**Precise
Accurate
Concern for Quality
Critical Listener
Non-Verbal Communicator
Attention to Detail**

**Creative
Slow Start / Fast Finish
Vacillating
Temperamental**

**Competitive
Confrontational
Direct
Results-Oriented
Sense of Urgency
Change Agent**

**Product-Oriented
Slow to Change
Self-Disciplined
Pessimistic**



**Process-Oriented
Quick to Change
Independent
Optimistic**

**Accommodating
Dislikes Confrontation
Persistent
Controls Emotion
Adaptable
Good Listener**

**Good Supporter
Team Player
Persistent
Cooperative
Sensitive to Others' Feelings**

**High Trust Level
Not Fearful of Change
Contactability
Rather Talk than Listen
Verbal Skills
Projects Self-Confidence**

CONDUCTOR

To influence and form a strong bond with a **conductor** you need to include words or phrases such as:

Your opinion counts

Advancement

Be able to take advantage of opportunities

Be in a high visibility position

Making a big contribution

Challenging

Keep getting the results you want

Being involved in all the important decisions

Lead the pack

Right in line with the direction you are taking

Get people to start listening

No interruptions

PERSUADER

To influence and form a strong bond with a **persuader** you need to include words or phrases such as:

Make change work for you

**Be able to take advantage
of opportunities**

Rewards should be automatic

**You're important to your
company's success**

**Be accepted for who you
are and what you do**

Make the business run your way

Call your own shots

Being respected for what you do

You're doing important work

Being your own person

PROMOTER

To influence and form a strong bond with a **promoter** you need to include words or phrases such as:

Exciting

Get your point across

Getting recognition

Creating the right image

Gain respect

Blend in well with everyone

**Builds on what you have
already accomplished**

Committed to a team approach

New

Easy to adapt for your purpose

Unique

RELATER

To influence and form a strong bond with a **relater** you need to include words or phrases such as:

Good team players

Resolve everyone's concerns

**You probably do a lot more
than you get credit for**

Relationship-oriented

Achieve consensus

**Integrated without disrupting
anything**

Create a solid foundation

Have the security of knowing

Widely accepted

SUPPORTER

To influence and form a strong bond with a **supporter** you need to include words or phrases such as:

No-nonsense / Down to earth

In line with the industry standard

Nothing complex about it

Keeps people off your back

Hassle-free relationship

Make the business run predictably

Fighting never resolved anything

Establish fail-safe predictability

Staying in the mainstream

Tested / Proven

No conflicts / Free of controversy

Easy for people to use

COORDINATOR

To influence and form a strong bond with a **coordinator** you need to include words or phrases such as:

Spread the risk

Not subject to wide swings

Don't get stuck in the middle

Not be in a big hurry

Reasonable goals and tasks

Know how things are supposed to be done

Change does not need to be unpredictable

Keep everything on a safe course

No more chaos

ANALYZER

To influence and form a strong bond with an **analyzer** you need to include words or phrases such as:

Have everything running like clockwork

Keep things on track

Operates predictably

You need your privacy

Great accuracy

Proven through research

Minimize your risk

Knowing is better than guessing

No radical change

Be able to quantify everything

Tested / Proven reliability

Not dependent on the “human factor”

IMPLEMENTOR

To influence and form a strong bond with an **implementor** you need to include words or phrases such as:

Have complete control over your business

Be able to use your assets to your fullest potential

Maintain control over what is really important to you

Designed to be easily controlled

Gives you control over outcome

Designed with finances and operations in mind

Put the standards in the right place

Thought through

Minimize the “human factor”

Work Environment

Creative and original thinking.
Logical decisions.

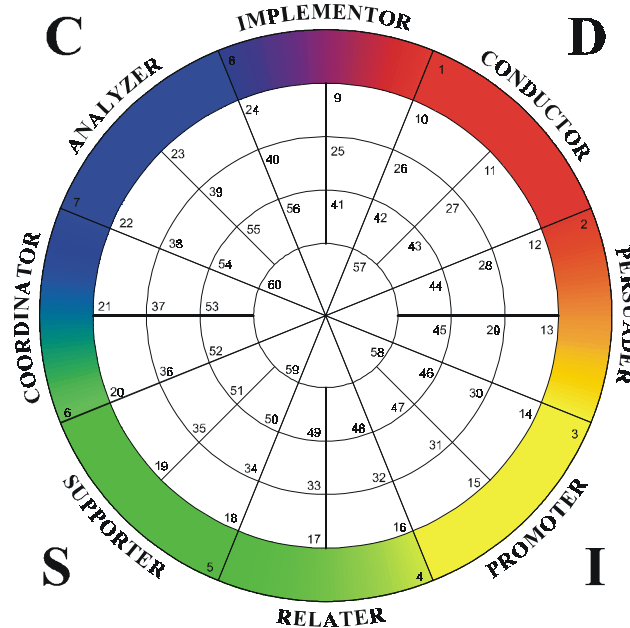
High quality standards.
Procedures to follow.
Clean, tidy workstation.
Safety and security.
Accuracy.

Analysis of facts and data.

Studying and solving problems.
Efficient methodology.
Effective time-management.
Fact-based solutions.

Bold, aggressive actions.
Challenging assignments.
Expedites action.
Authority to carry out responsibilities.
Firm, quick decision making.
Results-oriented.

Task-orientation.
Adherence to standards.
Routine work.
Guidelines to follow.
Facts and data to analyze.
Diplomacy & cooperation.



Change agent.
Enthusiasm.
Persuasive communicator.
Results through people.
Testing of new ideas.
Competition with others.

Logical thinking.
Systematic routine.
Closure.
Relaxed pace.
Team participation.
Security.

Teamwork.
Coaching and counseling.
Service to others.
Harmonious work environment.
Security.
Assistance to customers.

People contact.
Solutions to "people problems".
Optimistic outlook.
Verbalizes thoughts and ideas.
Varied activities.
Mobility.