

Behavioral Tendencies Definitions & Explanations

Self-Reliance <i>How this individual works within a team</i>	<i>Collaborative (I)</i> Let's do this together and have a great time!	<i>Directive (D)</i> Get this done now.
Personal Drive <i>How this individual's own goals move things forward</i>	<i>Others-driven (S)</i> Tell me what you need, and I'll get it done for you.	<i>Self-driven (D)</i> I'll do what I think needs to get done.
Providing Instruction <i>How this individual dictates directions and expectations</i>	<i>Reserved & Detailed (C)</i> Let me give you the steps to make sure we get from A to Z.	<i>Directive & Compulsive (D)</i> Here's what I want you to do
Building Rapport <i>How this individual focuses when interacting with others</i>	<i>Results-Focused (D)</i> There is a purpose to every interaction.	<i>Relationships-Focused (I)</i> Let's get together just to hang out.
Customer & Team Interaction <i>How this individual engages with customers and stakeholders, internal and external</i>	<i>Supporting (S)</i> What can I do to help and support you?	<i>Engaging (I)</i> How can I connect with you to ensure you'll like me?
Expressing Openness <i>How this individual is most comfortable expressing themselves</i>	<i>Structural (C)</i> I have the data and information I need to speak confidently.	<i>Social (I)</i> I've never met someone I couldn't talk to!
Change Resistance <i>How this individual resists engaging with change</i>	<i>Driving (D)</i> When change is needed, I move it forward with urgency.	<i>Reluctant (S)</i> When change is needed, I need to plan and prepare.
Careful Decision Making <i>How this individual approaches decisions and actions</i>	<i>Impulsive (I)</i> Whatever I think sounds good right now, we should do!	<i>Cautious (S)</i> Let's consider the possibilities and risks first.
Work Process Alignment <i>How this individual focuses on process to follow through on work</i>	<i>Accuracy (C)</i> We need to make sure the data supports the direction and we must stick to the rules.	<i>Consistency (S)</i> We need to follow a step by step process to keep things predictable/steady.
Accuracy <i>How this individual focuses on correctness and exactness</i>	<i>Predictability (S)</i> It's important that it is right, so it's expected and clear.	<i>Precision (C)</i> It is more important that it is not wrong.
Reasoning <i>How this individual uses evidence to think through and solve problems</i>	<i>Intuition-based (I)</i> I go with my gut when working through problems.	<i>Evidence-based (C)</i> I trust the evidence and data to guide my course.
Prioritizing <i>How this individual determines the order for dealing with items or tasks based on established rules and structure</i>	<i>Results (D)</i> What I think needs to be done now is most important.	<i>Rules (C)</i> It is most important to adhere to rules and deadlines.

