

GENERAL CHARACTERISTICS

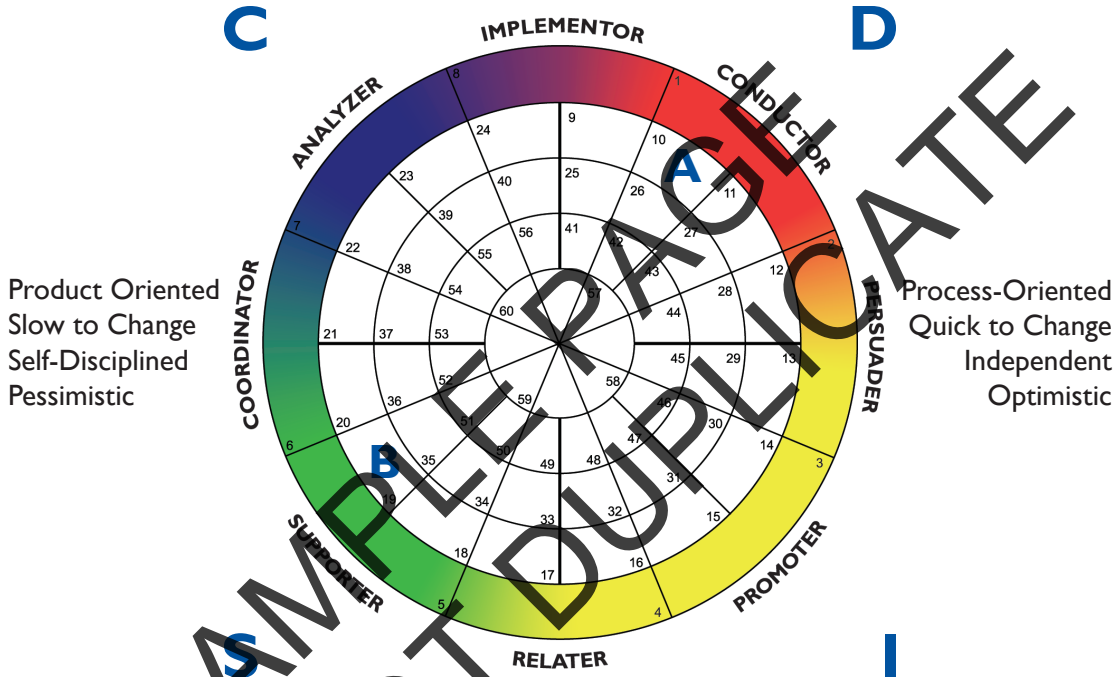
<p style="text-align: center;">C</p> <p style="text-align: center;">ANALYZER</p>	<p>Emotion: Fear Fear: Criticism of work Need: For procedures Looking For: Proof and evidence</p>	<p>Value to the Team:</p> <ul style="list-style-type: none"> • Maintains high standards • Conscientious and steady • Defines, clarifies, gets information and tests it • Asks the right questions • Task-oriented
<p>Descriptors:</p> <ul style="list-style-type: none"> Accurate Analytical Conscientious Courteous Diplomatic Fact-finder High standards Mature Patient Precise Restrained Systematic 	<p>Their Style:</p> <p>Voice: Little or no modulation, precise, cool or aloof</p> <p>Volume: Quiet volume, deliberate</p> <p>Body Language:</p> <ul style="list-style-type: none"> • Few hand gestures • Direct eye contact • Controlled 	<p>Adjust Your Style:</p> <p>Voice: Controlled, direct, thoughtful, little modulation</p> <p>Face (Speech & Action): Slow, Methodical</p> <p>Body Language:</p> <ul style="list-style-type: none"> • Keep your distance • Firm posture • Direct eye contact • No gestures
<p>Tendency Under Stress:</p> <ul style="list-style-type: none"> • Pessimistic • Picky • Fussy • Overly critical 		<p>Words That Work:</p> <ul style="list-style-type: none"> • Here are the facts... • No risk • Proven • Analysis • Guaranteed <p>Words That DON'T Work:</p> <ul style="list-style-type: none"> • Untested, cutting edge • Educated guess • Experimental
<p>Ideal Environment</p> <ul style="list-style-type: none"> • Where critical thinking is needed and rewarded • Assignments can be followed through to completion • Technical, task-oriented work, specialized area • Noise and people are at a minimum • Close relationship with a small group • Environment where quality and/or standards are important 		<p>Possible Limitations:</p> <ul style="list-style-type: none"> • Be defensive when criticized • Get bogged down in details • Be overly intense for the situation • Appear somewhat aloof and cool

SUCCESS INSIGHTS® WHEEL

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 Emotions
 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

A = Person A
B = Person B

APPRECIATING OTHERS

This activity has been created to improve your awareness and understanding of others.

1. **What tendencies do other people exhibit that you wish were easier for you to exhibit? Why? How would this affect your performance on the job?**

2. **List some ways of recognizing, understanding and showing appreciation to a D, I, S and C:**

D: _____ **I:** _____

S: _____ **C:** _____

DO NOT DUPLICATE