

UNDERSTANDING TEMPERAMENTS SUMMARY

High Point	D	I	S	C
Value to a Team	Takes Initiative	Influences people	Builds relationships	Focuses on details
Major Strengths	Strength of purpose; goal oriented, gets things done	Enthusiasm; gets people motivated, involved	Good skills; good team player or leader	Thoroughness, accuracy in analyzing all data
Major Weaknesses	Can be insensitive to feelings of others; impatient	Impulsive; may not focus attention on details/facts	May sacrifice results for harmony; reluctant to initiate	Overly cautious; can be too thorough and lose sight of time
Motivated By	Results; challenge, action	Recognition; approval, visibility	Relationships; appreciation	Being Right; quality
Time Management	Focus: Now; Efficient use of time... likes to get to the point	Focus: Future; Tends to rush to the next exciting thing	Focus: Present; Spends time in personal interaction sometimes to the detriment of the task	Focus: Past; Works more slowly to ensure security
Communication	One-way... not as good a listener, better at initiating communication	Enthusiastic, stimulating, often one-way, can inspire others	Two-way flow, a good listener	Good listener, especially in relation to tasks
Emotional Response	Detached; independent	Highs and lows, excitable	Warm, friendly	Sensitive, careful
Decision Making	Impulsive; Always makes decisions with goal in mind	Intuitive; Quick, lots of wins and loses	Relational; Makes decisions more slowly, due to input from others	Reluctant; thorough, Needs lots of evidence
Behavior Under Tension	Autocratic	Attacks	Acquiesces	Avoids
Would Improve Effectiveness By	Listening	Pausing	Initiation	Declaring