

The Value of the D Personality Type

As part of a team:

- Innovative
- Places high value on time
- Challenges the status quo

What motivates Ds?

- New challenges and problems
- Power and authority
- Freedom from routine
- Change

As the team leader:

- Enjoys taking charge or being in charge
- Provides strong direction and leadership
- Assigns everyone's responsibilities
- Initiates action
- Manages trouble well and are great in crises
- Self-reliant
- Innovative in getting results
- Maintains focus on goals
- Overcomes obstacles well
- Pushes group to decisions
- Willing to speak out
- Generally optimistic
- Welcomes challenges without fear
- Accepts risks
- Sees the big picture
- Good at handling multiple projects
- Can carry heavy work loads

The Value of the I Personality Type

As a part of the team:

- Great encouragers
- Motivates others to achieve
- Positive sense of humor

What motivates Is?

- Acceptance
- Praise
- A friendly atmosphere
- Freedom from rules

As the team leader:

- Facilitates open communication and initiative by others.
- Great communicator and spokesperson
- Influences and inspires others to their best
- Motivates the team
- Spontaneous
- Agreeable
- Responds well to the unexpected
- Creates a feeling of well-being
- Enthusiastic
- Provides direction and leadership
- Expresses ideas well
- Works well with others
- Offers opinions freely
- Positive attitude
- Good sense of humor
- Accepting of others

The Value of the S Personality Type

As part of the team:

- Reliable and dependable
- Loyal team worker
- Compliant to authority
- Good listener
- Peacemaker
- Provides specialized skills

What motivates Ss?

- Loyalty
- Safety and security
- Being able to do projects from start to finish

As team leader:

- Strives for peace and smooth operations
- Delegates daily decisions to others
- Offers support by listening to others.
- Relates well to others
- Accomplishes goals through relationships
- Makes others feel they belong
- Shows sincerity
- Sees easier way of doing things
- Intuitive about people
- Full of common sense
- Dependable, loyal
- Has strong team spirit
- Provides stability
- Considers parts of projects not just the whole
- Even-tempered

The Value of the C Personality Type

As part of a team:

- Anchors the team to reality
- Conscientious
- Even tempered
- Gathers information
- Tests results

What motivates Cs?

- High quality
- Limited social interaction
- Detailed tasks
- Logical organization

As team leader:

- Establishes and follows proper procedures
- Instinctive organizers
- Creates and maintains systems
- Strives for logical, consistent environment
- Focuses on details
- Conscientious
- Evaluates team progress
- Asks important questions
- Encourages the conservative approach
- Emphasizes quality
- Thinks logically
- Shares risks and responsibilities
- Works systematically
- Strives for consensus on the team
- Diplomatic