

Here's what I need from you when you need something from me:

1

I shut down immediately when you do this:

2

When there is a problem between us, here's how I need you to bring it up with me:

3

What's a habitual response I can just notice and consider making a different choice?

4

What's something I've learned today that I'm going to apply at home?

5

How can I tell the people close to me what I need because of my style?

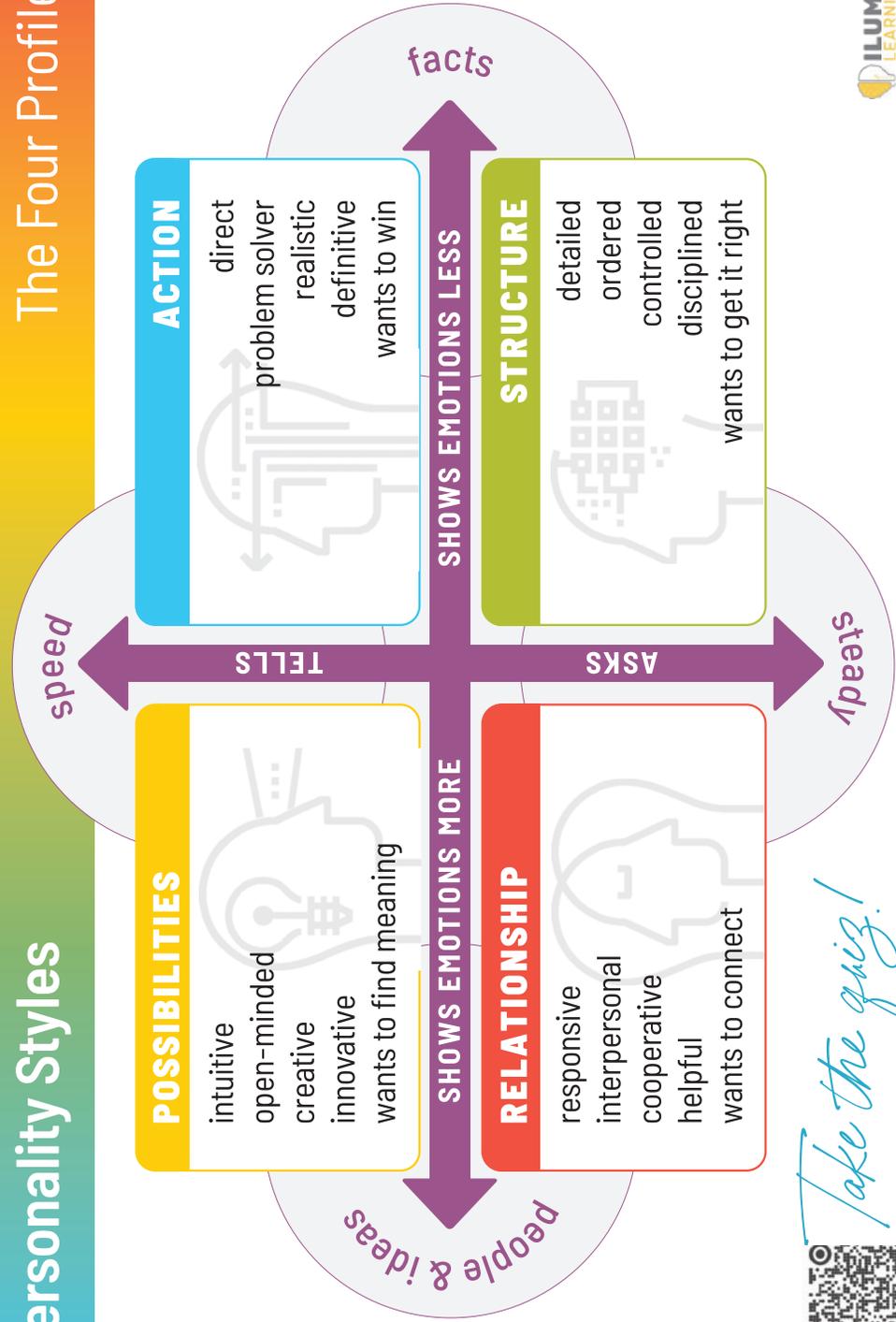
6

How am I now going to approach other styles differently?

7

The Four Profiles

Personality Styles



Take the quiz!

ilumalearning.com/personality-style-quiz

POSSIBILITIES

Fun, exciting
I feel
Socialize

Recognition
Picture this
People

<p>Body Language</p> <p>Get close Sit next to Smile, relax</p>	<p>Have fun Friendly eye contact Expressive gestures</p>	<p>Tone of Voice</p> <p>Enthusiastic, Modulations Colorful, fast pace Persuasive</p>
<p>Energizers</p> <p>People interactions Social recognition Inspiration</p>	<p>Dissatisfiers</p> <p>Skepticism Negativity Social rejection</p>	<p>Being limited by rules & structures Too much detail</p>
<p>Don't drive for facts and figures Don't talk down</p>	<p>Needs to know: WHY</p>	<p>Help provide structure for their ideas See their uniqueness Be positive and upbeat Give them space to brainstorm</p>
<p>Focus on big picture, context, future Allow time for socializing Share the greater purpose of tasks Ask for ideas & opinions</p>		

ACTION

Win
Lead the field
Results

Now/immediate
Bottom line
Challenge

<p>Body Language</p> <p>Keep your distance Strong handshake Lean forward</p>	<p>Direct eye contact</p>	<p>Tone of Voice</p> <p>Confident Strong & Clear Direct</p>
<p>Energizers</p> <p>Challenges Opportunities to lead Tough Assignments</p>		<p>Dissatisfiers</p> <p>Routine Mundane</p>
<p>Don't waste time Don't offer guarantees you can't keep</p>	<p>Needs to know: WHAT</p>	<p>Present facts logically Provide a win/win opportunity Be prepared & packaged Take issue with the facts, not the person</p>
<p>Be clear, specific & to-the-point Stick to business, avoid chaos Be direct and fast paced Provide alternative choices</p>		

RELATIONSHIP

Step-by-step
Help me out
Guarantee

Think about it
Take your time
Promise

<p>Body Language</p> <p>Relaxed, calm Methodical Lean back</p>	<p>Don't rush Friendly eye contact Small gestures</p>	<p>Tone of Voice</p> <p>Warm, soft, calm Steady, slow pace Low tone & volume</p>
<p>Energizers</p> <p>Defined territory Security Closure</p>	<p>Team harmony Opportunities to help</p>	<p>Dissatisfiers</p> <p>Loss of security Lack of closure</p>
<p>Don't force a quick response or interrupt Don't mistake willingness for agreement</p>	<p>Needs to know: WHO</p>	<p>Surprises No "home base"</p>
<p>Start with personal connection Show interest in them as a person Request, don't demand Provide personal assurances/guarantee</p>		<p>Allow time to think/make decisions Provide lots of detailed information Be relaxed and informal Be non-threatening and listen</p>

STRUCTURE

Here are the facts
The data show
Proven, guarantee

No risk
Take your time
Analyze

<p>Body Language</p> <p>Keep your distance Sit across from Firm posture</p>	<p>Direct eye contact Little to no hand gestures</p>	<p>Tone of Voice</p> <p>Controlled Direct Thoughtful</p>
<p>Energizers</p> <p>Information Quality standards Compliance to rules</p>	<p>Analysis Research</p>	<p>Dissatisfiers</p> <p>Personal criticism Moving too fast Decisions without data</p>
<p>Don't be disorganized Don't be casual, informal or personal</p>	<p>Needs to know: HOW</p>	<p>Irrational feelings Big emotions</p>
<p>Present specifics, prove with facts Approach in a straightforward way Provide policies/rules to follow Build credibility, look at all sides</p>		<p>Allow more time for decisions Help them do things "right" Provide assurances Be fair and consistent</p>