

Understanding each style

D Dominance

Their goal is to get results, Victory and tout personal requirements.

Overuses the need to win, impatience, bluntness.

Fears being taken advantage of, appearing weak

Being productive with a D

Address issues quickly and directly

Don't take their bluntness personally

Take a step back and reevaluate if both parties dig in

Resist the urge to give in merely for the sake of harmony.

I Influence

Goals are Approval understanding and openness

Overuses passion impulsively and outspokenness

Fears rejection and not being heard.

Being productive with a I

Let them express their feelings

Take a break if things get too heated

Provide reassurance that your relationship is unharmed

Don't disregard their perspective even if their delivery is highly emotional.

S Steadiness

Goals are agreement acceptance and peace

Overuses passive resistance, compromise, caving in

Fears letting people down and facing aggression.

Being Productive with an S

Avoid an unnecessarily confrontational approach

Give them time to reflect

Don't gloss over tough issues

Encourage them to share their opinions

C Conscientiousness

Goals are fairness rational decisions and accuracy.

Overuses restraint, analysis, rigidness.

Fears being wrong strong display of emotion.

Being Productive with a C

Look for the root cause of problems

Focus on the facts

Give them space to consider their position

Keep volatility to a minimum