

# Why do people drive you mad?



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## Director / Dominant

- Go-Getter
- Independent & self-confident
- Will often state opinions as facts
- Determined & strong willed
- Can come across as Competitive
- Direct
- Focuses on the big picture
- Decisive
- Can Inspire & Motivate others



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# D-type Areas for Personal Growth



## Listen

- Strive to be an “active” listener.
- Be attentive to other team members’ ideas until consensus is reached.
- Develop appreciation for opinions, feelings and desires of others.

## Relax

- Be less controlling and domineering.
- Pace yourself and relax more.

## Exchange

- Put more energy into personal relationships.
- Show your support for other team members.

## Explain

- Take time to explain the whys of your statements/proposals.
- Be friendlier and more approachable.

# Influencer & Socialiser



- Enthusiastic & fun
- Outgoing & friendly
- Animated, talkative & persuasive
- Fast paced & spontaneous
- Doesn't always pay close attention, jumps from subject to subject
- May touch. Comfortable with physical contact
- Motivated by the 'new shiny thing'
- Don't enjoy regulations, over-analysis & insensitivity



# i-type Areas for Personal Growth

## Control

- Be less impulsive.
- Weigh the pros and cons before making a decision.
- Exercise control over your actions, words, emotions.

## Focus

- Be more results oriented.
- Concentrate on following through with tasks.
- Focus more on details and facts.

## Cooperate

- Remember to slow down your pace for other team members.
- Talk less, listen more.
- Consider and evaluate ideas from other team members.

# Conscientious & Compliant



- Reserved, formal, self-contained & quiet
- Well prepared & thorough
- Wants to be respected for their accuracy & precision
- Focuses on details
- Tend to ask a lot of questions, studies information & data carefully
- Value – dependability & being on-time
- Not comfortable with physical contact
- Doesn't easily express disagreeing views

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### Act

- Respond more quickly to team goals.
- Be more decisive.
- Take risks along with other team members.

### Prioritize

- Concentrate on doing the right things, not just doing things right.
- Focus less on facts and more on people.

### Compromise

- Be less critical of others' ideas and methods.
- Strive to build relationships with other team members.

# Steadfast, Supporter

- Caring, thoughtful and encouraging
- Easy-going, calm, reserved yet open
- Want to be included & liked
- Cautious & don't like change
- Don't like conflict & confrontation
- Seems to have strong opinions but does not often express them vocally
- Want to please others & can sometimes say yes when they mean no



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# S-type Areas for Personal Growth



## Adapt

- Be more open to change.
- Develop more flexibility.

## Interact

- Be more direct in your interactions.
- Deal constructively with confrontation.
- Work at expressing thoughts, opinions, feelings.

## Reach

- Focus on overall goals of the team rather than specific procedures.
- Increase pace to accomplish goals.
- Show more initiative.

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## Sensing

Logical, careful  
Formal, disciplined  
Precise  
Follows rules

Withdrawn, shy  
Does not express opinions  
Gets stuck in details

Calm, steady  
Careful patient  
Good listener, modest  
Trustworthy

Resists new ideas/change  
Does not express  
Stubborn

## Thinking

Decisive, tough  
Strong-willed  
Competitive, demanding  
Independent, self confident

Aggressive, blunt  
Self-centred  
Overbearing

Talkative, open  
Sociable,  
Energetic, enthusiastic,  
Persuasive

Flamboyant, frantic  
Careless, indiscreet  
Excitable, hasty



## Intuition



## Feeling

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C



So, which personality type are you?