

Natural Behavior Strengths and Struggles

Factor	Strength	Struggle	Factor	Strength	Struggle
Cooperative	Follows established agenda	Can be unassertive or timid	Take Charge	Takes the lead, wants to set the agenda	May be uncomfortable taking direction from others
	Promotes stability through cooperation	Can underestimate own abilities		Sees the strategic / future vision	May over commit to what goals can be achieved
	Speaks diplomatically	N/A		Speaks candidly	N/A
Reserved	Realistic and practical	May appear withdrawn and distant	Outgoing	Good at meeting people	Strong need for approval from others
	Serious and modest	Drained by too much interaction with others		Likes to make a good impression on others	May be too transparent, too uninhibited
	Not distracted by surroundings	N/A		Able to promote	N/A
Fast-Paced	Favors logic over feelings	May lack needed patience	Patient	Compassionate and warm, displays empathy	May compromise too much
	Comfortable making difficult decisions	May be abrupt or interrupting		Listens well and receptive to others	Can be resistant to change
	Prefers to take action	N/A		Likes to be stable and even paced	N/A
Spontaneous	Flexible, willing to adjust	May juggle too many ideas or tasks	Planned	Organized and orderly	Tends to be inflexible or too fixed
	Works well with broad concepts	Can be too quick to decide		Good at following processes and procedures	Can be perfectionistic to avoid mistakes
	Improvises or acts on the spot	N/A		Analyzes before deciding	N/A
Skeptical	Thinks matters through	May have difficulty letting matters go	Trusting	Allows open dialogue	May not set boundaries
	Able to ask difficult questions	May not be easily forgiving		Approachable	Can be overly impressionable
	Watchful of important tasks	N/A		Transparent	N/A

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Content	Satisfied with the status quo	Prone to be complacent	Pioneer	Takes initiative	May sacrifice a balanced life
	Concentrates on balanced life	May stay in comfort zone		Goal driven	Can be overly vigorous
	Creates a steady environment	N/A		Accepts challenges	N/A
Cautious	Plans initiatives carefully	May miss opportunities	Risk-Taker	Ventures into new areas	May take unnecessary risks
	Sees potential dangers	May be too hesitant		Faces danger comfortably	May not see the dangers
	Calculated decision-maker	N/A		Demonstrates courage	N/A
Anchored	Follows established procedures	Can be hesitant to act on new ideas	Creative	Open to unusual ideas	Difficulty with following set procedures
	Operates using evidence	May overly rely on proven procedures		Imagines new possibilities	May fail to make ideas concrete
	Handles tangible issues well	N/A		Highly curious	N/A

Natural Behavior Performance Environment Keys

Factor	Performance Environment Keys	Factor	Performance Environment Keys
Cooperative	Create a relaxed environment	Take Charge	Offer up options & recommendations for a decision
	Allow me to collaborate and provide input		Give me direct answers, get to the point
	Demonstrate that you are actively listening		Show the results and outcomes
Reserved	Honor my need to reflect and think	Outgoing	Remember my need for fun and/or excitement
	Allow me time to process my response		Invest time in building our relationship
	Present me with the facts, minimize your emotions		Tell me who is involved
Fast-Paced	Anticipate my immediate responses and quick fixes	Patient	Remember my need to avoid conflict
	Speak/move at a quick pace		Soften your tone of communication
	Use summaries, bullets, and key points		Present me with information, plus your feelings
Spontaneous	Allow me plenty of freedom	Planned	Consider my need for accuracy and detail
	Use graphics and verbal communications		Honor my need for structure, schedules and rules
	Resist the temptation to prematurely edit my ideas		Remember my need to be thorough and prepare
Skeptical	Expect me to ask for the logic and key points	Trusting	Remember my desire to be included
	Remember my need to do analysis		Keep the conversation with me friendly
	Allow me time to think matters through		Expect/encourage my thoughts out loud

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Factor	Performance Environment Keys	Factor	Performance Environment Keys
Content	Focus on my life balance needs	Pioneer	Provide me with the big picture
	Keep the conversation easy-going		Present me with action plans
	Give me the directions to move forward		Keep me informed of progress
Cautious	Look for ways to minimize the risks	Risk-Taker	Present me with opportunities
	Allow me time to survey the situation		Present me with the risks and return
	Remember my need for safety		Keep the discussion positive
Anchored	Show me the logical steps	Creative	Expect/encourage my out-of-the-box thinking
	Tell me past experiences		Encourage me to brainstorm
	Keep the ideas practical		Recognize my desire to investigate ideas