



Fulcrum Point
 Howard Miller
 415-642-0843
howard@fulcrumpointpartners.com
www.fulcrumpointpartners.com

Flex and Adapt

<p>High D's want others to be direct, straightforward, and open to their need for results.</p> <p>Try to</p> <ul style="list-style-type: none"> • make communication brief and to the point • respect their need for autonomy • be clear about rules and expectations • let them initiate • show your competence • stick to the topic • show independence • eliminate time wasters <p>To meet the needs of D's</p> <ul style="list-style-type: none"> • Be brief • Be factual • Be direct • Offer choices <p>Be prepared for</p> <ul style="list-style-type: none"> • blunt, demanding approaches • lack of empathy • lack of sensitivity • little social interaction 	<p>High I's want others to be friendly and emotionally honest, and to recognize their contributions.</p> <p>Try to</p> <ul style="list-style-type: none"> • approach them informally • be relaxed and sociable • let them verbalize thoughts and feelings • keep the conversation light • provide written details • give public recognition for individual accomplishments • use humor <p>To meet the needs of I's</p> <ul style="list-style-type: none"> • Be friendly • Be flexible • Acknowledge them • Help them follow through <p>Be prepared for</p> <ul style="list-style-type: none"> • attempts to persuade or influence others • need for the limelight • overestimation of self and others • oversell of ideas • vulnerability to perceived rejection
<p>High C's want others to minimize socializing, give details, and value accuracy.</p> <p>Try to</p> <ul style="list-style-type: none"> • give clear expectations and deadlines • show dependability • demonstrate loyalty • be tactful and emotionally reserved • allow precedent to be a guide • be precise and focused • value high standards <p>To meet the needs of C's:</p> <ul style="list-style-type: none"> • Be logical • Be thorough • Be accurate and reliable • Support your facts with data <p>Be prepared for</p> <ul style="list-style-type: none"> • discomfort with ambiguity • resistance to vague or general information • desire to double-check • little need for affiliation with others 	<p>High S's want others to be relaxed, agreeable, cooperative, and appreciative.</p> <p>Try to</p> <ul style="list-style-type: none"> • be logical and systematic in your approach • provide a consistent and secure environment • let them know how things will be done • use sincere appreciation • show their importance to the organization • let them adapt slowly to change <p>To meet the needs of S's:</p> <ul style="list-style-type: none"> • Be sincere • Be informal • Accept and appreciate them • Warn them of changes in advance <p>Be prepared for</p> <ul style="list-style-type: none"> • friendliness to colleagues and supervisors • resistance to change • difficulty identifying priorities • difficulty with deadlines



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