

citrus coaching solutions

Personality Styles

Instructions:

Select the word in each group of 4 words that you feel best represents you.

- | | | | |
|---|---|--|--|
| 1
<input type="checkbox"/> logical
<input type="checkbox"/> persuasive
<input type="checkbox"/> sociable
<input type="checkbox"/> loyal | 2
<input type="checkbox"/> cheerful
<input type="checkbox"/> business like
<input type="checkbox"/> detailed
<input type="checkbox"/> good listener | 3
<input type="checkbox"/> messy
<input type="checkbox"/> deep
<input type="checkbox"/> tactless
<input type="checkbox"/> plain | 4
<input type="checkbox"/> hard to please
<input type="checkbox"/> argumentative
<input type="checkbox"/> disorganized
<input type="checkbox"/> follower |
| 5
<input type="checkbox"/> optimistic
<input type="checkbox"/> willing
<input type="checkbox"/> fussy
<input type="checkbox"/> stubborn | 6
<input type="checkbox"/> serious
<input type="checkbox"/> peaceful
<input type="checkbox"/> popular
<input type="checkbox"/> competitive | 7
<input type="checkbox"/> dependable
<input type="checkbox"/> funny
<input type="checkbox"/> positive
<input type="checkbox"/> respectful | 8
<input type="checkbox"/> friendly
<input type="checkbox"/> lively
<input type="checkbox"/> confident
<input type="checkbox"/> organized |
| 9
<input type="checkbox"/> talkative
<input type="checkbox"/> pessimistic
<input type="checkbox"/> shy
<input type="checkbox"/> bold | 10
<input type="checkbox"/> timid
<input type="checkbox"/> restless
<input type="checkbox"/> domineering
<input type="checkbox"/> moody | 11
<input type="checkbox"/> forceful
<input type="checkbox"/> hesitant
<input type="checkbox"/> unpredictable
<input type="checkbox"/> withdrawn | 12
<input type="checkbox"/> friendly
<input type="checkbox"/> accurate
<input type="checkbox"/> convincing
<input type="checkbox"/> compromising |
| 13
<input type="checkbox"/> risk taker
<input type="checkbox"/> lenient
<input type="checkbox"/> loner
<input type="checkbox"/> worrier | 14
<input type="checkbox"/> planner
<input type="checkbox"/> supportive
<input type="checkbox"/> leader
<input type="checkbox"/> excitable | 15
<input type="checkbox"/> submissive
<input type="checkbox"/> haphazard
<input type="checkbox"/> outspoken
<input type="checkbox"/> persistent | 16
<input type="checkbox"/> scheduled
<input type="checkbox"/> gentle
<input type="checkbox"/> daring
<input type="checkbox"/> loud |
| 17
<input type="checkbox"/> perfectionist
<input type="checkbox"/> proud
<input type="checkbox"/> forgetful
<input type="checkbox"/> reserved | 18
<input type="checkbox"/> impatient
<input type="checkbox"/> orderly
<input type="checkbox"/> changeable
<input type="checkbox"/> doubtful | 19
<input type="checkbox"/> mixes easily
<input type="checkbox"/> task oriented
<input type="checkbox"/> agreeable
<input type="checkbox"/> systematic | 20
<input type="checkbox"/> strong-willed
<input type="checkbox"/> inconsistent
<input type="checkbox"/> reluctant
<input type="checkbox"/> critical |
| 21
<input type="checkbox"/> patient
<input type="checkbox"/> decisive
<input type="checkbox"/> enthusiastic
<input type="checkbox"/> behaved | 22
<input type="checkbox"/> interrupts
<input type="checkbox"/> short-tempered
<input type="checkbox"/> stuffy
<input type="checkbox"/> serene | 23
<input type="checkbox"/> considerate
<input type="checkbox"/> promoter
<input type="checkbox"/> independent
<input type="checkbox"/> introvert | 24
<input type="checkbox"/> undisciplined
<input type="checkbox"/> idealistic
<input type="checkbox"/> thorough
<input type="checkbox"/> good-natured |

After completing all 24 word groupings, turn to the next page to locate each word on the assessment quadrant.

Personality Assessment Quadrant

Instructions:

If you selected “logical,” in the first word group, locate “logical” on the quadrant (you’ll find it in the ANALYTICAL quadrant). Place a tick besides each of your selected words. Tally up the totals in each quadrant. Which quadrant is highest? Next, refer to the personality descriptions on the following page.

Tip: if you are working with word grouping #13, look on the 13th line of each quadrant to find it.

<p style="text-align: center;">DRIVER</p> <p>Persuasive Business Like Tactless Argumentative Stubborn Competitive Positive Confident Bold Domineering Forceful Productive Risk taker Leader Outspoken Daring Proud Impatient Task oriented Strong-willed Decisive Short-tempered Independent Thorough</p>	<p style="text-align: center;">EXPRESSIVE</p> <p>Sociable Cheerful Messy Disorganized Optimistic Popular Funny Lively Talkative Restless Unpredictable Convincing Lenient Excitable Haphazard Loud Forgetful Changeable Mixes easily Inconsistent Enthusiastic Interrupts Promoter Undisciplined</p>
<p style="text-align: center;">ANALYTICAL</p> <p>Logical Detailed Deep Hard to please Fussy Serious Respectful Organized Pessimistic Moody Withdrawn Accurate Loner Planner Persistent Scheduled Perfectionist Orderly Systematic Critical Behaved Stuffy Introvert idealistic</p>	<p style="text-align: center;">SUPPORTER</p> <p>Loyal Good listener Plain Following Willing Peaceful Dependable Friendly Shy Timid Hesitant Compromising Worrier Supportive Submissive Gentle Reserved Doubtful Agreeable Reluctant Patient Serene Considerate Good-natured</p>

Personality Styles – an overview

Drivers/Red are motivated by **achievement** and **control**. It is very important to them to feel that they are **driving a situation** and they will consequently be more receptive if they feel in full control of a situation. Should they feel pressured, they will be less likely to accept an idea and they **react badly to direct orders**, whatever their source.

This type of person is very **direct** and to the **point**, and they like to be in **control**. They are **demanding** of both themselves and others and are **competitive** and **independent**. They can be tough to deal with, stubborn and impatient.

Pressure Responses (when the heat gets turned up):

Because Drivers like to operate from a position of control, they use this as a basis for their pressure reaction. They will adopt a **highly assertive**, even **aggressive**, stance in the face of difficulties, **dictating solutions** and **expecting immediate responses** to their instructions.

Speaking Driver: In order to deal with Drivers successfully you have to **assure them of results**. Be precise, organized and productive. Go through points quickly. Give them alternatives and show quick results.

Analytical/Blue – **Fact** and **detail** are the factors that Analysts seek out. They need to be able to understand the implications and probable effects of a proposal before they can come to accept it, and this means a **precise** and **methodical** approach. Being forced to act without fully understanding a situation is a profound demotivator for people of this type.

Analytical people are **cautious** and **critical**. They are **precise** and pay a lot of attention to **detail**. They are very **organized** and **need proof** to make decisions, proof that is **logical** and **rational**. They can be inflexible.

Pressure Responses (when the heat gets turned up):

The Analytical will try to **avoid** coming into **conflict** with others. Their method of dealing with pressure is **evasive**. Analysts faced with a difficult situation will try to **extract themselves** from it by **changing the subject**, or **making vague promises** of action. In extreme cases, they can even go so far as to **ignore the problem** altogether, in the hope that somebody else will solve it.

Speaking Analytical: In order to satisfy Analysts, we need to give them lots of detail. We need to build credibility, be systematic in our approach and show them lots of proof.

citrus coaching solutions

Expressives/Yellow - **Positive communication** is the main motivator for this type of person. They wish to develop a **real rapport** with a person before reacting to specific ideas or proposals. **Rejection** is a factor that they find difficult to accept, and if they do not feel completely comfortable with someone they will be far less likely to respond positively.

While these people are **outgoing** and **externally confident**, they are also **impulsive** and **spontaneous**, thinking quickly. They like the **big picture** and tend to **generalize** and even **exaggerate**.

Pressure Responses (When the heat gets turned up):

Expressives' natural response to almost any problem is to try to **talk themselves out of it**. Placed under pressure, the Expressive will adopt a **verbal attacking style**, **accusing others** of causing problems, **highlighting shortcomings** in systems and other people, and generally **laying blame**.

Speaking Expressive: In order to appeal to Expressives, let them **talk about themselves** and **ask questions**. **Be enthusiastic** and **give them your attention**.

Supporter/Green - **Time** is the main motivator for this planning style. They **dislike sudden change** or interruptions, and **need time and patience** to adapt to new situations. If they are forced into a position, they will react negatively – a more productive approach is to allow them to accommodate themselves to a suggestion in their own timescale.

Supporters need to **feel secure** and as though they **belong**. They want to be **listened** to by others and to **help others**. They **don't like change** and **need time to think things through**.

Pressure Responses (when the heat gets turned up):

Being a **receptive** style, the Supporter will **avoid conflict** and **preserve relationships** in a pressure situation. For this reason, their normal reaction will be to attempt to **reach an equitable compromise solution**. Because they are naturally **sympathetic** individuals, the supporter will usually **try to see both sides of an argument or problem**.

Speaking Supporter: With Supporters we have to build up **trust** and **show our support**. We need to **spend time building up rapport** and showing them that we are **interested** in them.