

Lesson 0223
Know Yourself, Know Your Team
Handout 1

Dominant (dominant, choleric) – really attracted to taking charge, looking for something to take charge of, most comfortable when in charge. Looking for the challenge to exceed those who've gone before them. Driven by purpose and meaning, history makers, in it to WIN. Needs structure to know where to STOP! Otherwise they keep on going! Boundary clarification is good for the “D” and those around him/her. High push back factor, not out of disrespect, just think that's what you're supposed to do. Won't tolerate injustice... very principled. Often tagged as driven, brash and rude.

Influencers (inspiring, sanguine) – “Give me that microphone” mentality, life of the party, verbal processor, fast thinker. Thrives on sending the message and being noticed/center of attention. Likely to shout across a room and not see anything wrong with it. They want to have fun! Many words, excitable, see their words and ideas leaving their mouths before thinking. Overflows in communication. Likely to leave long voicemails, texts, etc...Great for brain storming for out of the box solutions. Can get in trouble due to not listening well. While other people are talking they're listening to themselves, wondering what they can say next. Not good on getting anywhere on time.

Steadfast (supportive, phlegmatic) – You can call them anytime and they're there for you. They don't want you to feel like you're a burden, super servants, love to help. To lead an “S” give them a list and they'll be very happy. If you don't check on the “S”, they'll still be doing what you told them last. Not lacking initiative, just afraid of being in trouble. Very easy going, laid back and happy to oblige. Peace keepers, push an “S” and they move back and apologize! They adapt to, rather than change, the atmosphere. “S's” are the glue of your team: faithful, servant, easy going, avoid conflict. They “do” when they see a need relationally.

Conscientious (cautious, melancholy) – Information gatherers, detail oriented and need to do it RIGHT, very analytical internal processors. They do their homework internally, usually right because they make their mistakes in the laboratory within. Slow to change... “C's” hold the line. Great for keeping the team in order.