

Flexing your Approach

| If you are a: | Reduce your overemphasis on: | And be more: |
|---------------|---|---|
| High "D" | Controlling people and conditions in your environment | Patient; accepting; open to others; listening in your approach. |
| High "I" | Approval from others as the primary source of direction for you. | Of a listener; open to facts and data; prepared; organized. |
| High "S" | Resistance to new ideas and opportunities; avoiding conflict and "risk-free" choices. | Direct with your opinion; negotiable; open to change; quicker to adapt. |
| High "C" | Perfectionism; the weaknesses in others and yourself. | Flexible in solving problems; open to views of others; empathic. |