



## Decision Maker

The “**Leader**” Trait  
Core Motive: **Authority**

**Encourage** with ... sincere and brief comments (in a group or alone)

**Motivate** by giving opportunities to ...

1. demonstrate knowledge
2. be involved in challenging problem solving
3. receive approval

Strengths	Blind spots
Decisive	Stubborn
Good in crisis	Poor Listener
Natural leader	Difficult to let others lead
Proactive	Dissatisfied with current situation
Visionary	Can gloss over details



## Encourager

The “**People**” Trait  
Core Motive: **Fun & Excitement**

**Encourage** with ... animated gestures (high five) & comments (awesome!)

**Motivate** by giving opportunities to ...

1. be engaged with clients, teammates, and management
2. achieve immediate, small successes then point to bigger ones
3. share their vision

Strengths	Blind spots
Brings energy to the team	People surprised by E's off days
Engaging	Overly talkative
Optimism	Impractical
Enthusiastic	Easily distracted
Can “sell” ideas	Exaggerates stories/facts



## Facilitator

The “**Patience**” Trait  
Core Motive: **Peace & Harmony**

**Encourage** with ... sincere words with emphasis on *how* it helped

**Motivate** by giving opportunities to ...

1. work without distraction but with direction
2. support others
3. share their ideas

Strengths	Blind spots
Patient	Too sensitive
Supportive	Slow to speak up
Reliable	Follower
Easily gage mood of team	Slow paced
Private	Hard to see big picture



## Tracker

The “**Organization**” Trait  
Core Motive: **Understanding**

**Encourage** with ... sincere words, 2-3 examples of what you appreciated

**Motivate** by giving opportunities to ...

1. be heard
2. hear clear direction and expectation
3. ask for help without embarrassment

Strengths	Blind spots
Detail-oriented	Hard to see big picture
Systematic	Slow to think outside of the box
Cautious	Slow to change
Tenacious in accuracy	Inflexible
Ability to see red flags	Not risk-taker