

Summary Sheet by Personality Type

GROUP "A"

Motto is: "Do it Right Now!"

<p>Natural Abilities are:</p> <ul style="list-style-type: none">Wanting immediate resultsLikes ActionEnjoys ChallengesMaking quick or snap decisionsQuestions Authority or the Status quoSeize AuthorityCause troubleBeing a good Problem SolverBeing AmbitiousBeing Upwardly MobileAccomplishing Results	<p>Work Situations Should Include:</p> <ul style="list-style-type: none">Personal PowerAuthorityChallengeOpportunity for Individual AccomplishmentDirect AnswersPrestigeA Chance for AdvancementFreedom without Controls and SupervisionVariety and Change
<p>Need Others to Be:</p> <ul style="list-style-type: none">Able to Calculate the RisksCautiousAble to structure a Predictable EnvironmentTo do Research for FactsAble to Evaluate before DecidingAble to Weigh the Pros and Cons	<p>To Be More Effective, I Need</p> <ul style="list-style-type: none">Challenging AssignmentsTo Understand I need OthersAn Occasional ShockTo Identify with a GroupTo Communicate the reasons for Decisions I makeTo Relax moreTo Pace myself

"A's" know exactly what they want. You have intended results well in mind. You want to shape and mold events according to your views. You are very direct. You get to the heart of business quickly. You can be a bit impatient and make snap decisions. In fact, you rarely worry about the speed limits! Rules and laws are for other people.

Summary Sheet by Personality Type

GROUP "B"

Motto is: "Let's Have Fun!"

<p>Natural Abilities are:</p> <ul style="list-style-type: none">To gain contacts with peopleTo make a favorable impressionCommunicating very wellCreating and generating enthusiasmEntertaining peopleWanting to help othersTeamwork	<p>Work Situations Should Include:</p> <ul style="list-style-type: none">People to talk toPublic recognition of abilitiesSocial situationsPopularityGetting social recognitionPats on the back for their abilitiesFreedom and variety, changeGroup activities away from workFair and democratic relationshipsFreedom from direct supervisionFreedom from detailA chance to communicate proposals verballyAn ability to use coaching skillsGood working conditions
<p>Need Others to Be:</p> <ul style="list-style-type: none">Able to stick to the task at handAttentive to detailAble to research the factsAble to speak up directlySincereAble to develop systems and approachesAble to take a logical approach to decision makingCapable of demonstrating follow through ability	<p>To Be More Effective, I Need</p> <ul style="list-style-type: none">To Use time betterHave more objectivity in decision makingHave participatory managementMake more realistic appraisals of othersSet priorities and timelinesBe more firm with others

"B's" are especially people oriented. You want things your way, but you work through and with people to accomplish things. You are very attentive to people's needs...in fact you will go out of your way to find a need and fill it.

Summary Sheet by Personality Type

GROUP "C"

Motto is: "Lets All Work Together!"

<p>Natural Abilities are:</p> <ul style="list-style-type: none">Performing well with routine workTo sit or stay in one placePatienceGaining specialized skillsGood concentrationLoyaltyGood Listening abilityCalming down excited people	<p>Work Situations Should Include:</p> <ul style="list-style-type: none">SecurityThe status quo and very little variety and changeA work life that doesn't interfere with home lifeCredit for accomplishmentsSincere appreciationTeamworkTraditional procedures
<p>Need Others to Be:</p> <ul style="list-style-type: none">Able to react quickly to unexpected changeAble to handle several situations at the same timeSelf promotingAble to apply pressure on othersAble to delegate to othersFlexible in work proceduresAble to contribute to the work loadSecurity in the situationOthers who insure planned changeConstantly appreciative	<p>To Be More Effective, I Need To:</p> <ul style="list-style-type: none">Be warned prior to changesHave confirmation of valuesHave information on how efforts contribute to the total organizations effortWork with competent peopleHave a step by step guide on accomplishing the taskEncourage creativityHave confidence in others abilities

"C's" don't like change very much. You like to know the reasons for the change, and have time to adapt to them. You tend to be possessive of your time and things that are of value to you.

Summary Sheet by Personality Type

GROUP "D"

Motto is: "Let's Follow the Company's Rules!"

<p>Natural Abilities are:</p> <ul style="list-style-type: none">To follow directions and rulesConcentrating on detailWorking under controlled situationsBeing diplomatic with othersChecking for accuracyBeing criticalCriticizing performanceComplying with authority	<p>Work Situations Should Include:</p> <ul style="list-style-type: none">SecurityRules and standard operating proceduresSheltered environmentReassuranceNo sudden or abrupt changesTeamworkPersonal attentionStatus quo unless assured of quality controlSupervisors who call attention to accomplishmentsTime to do things rightPersonal attention
<p>Need Others to Be:</p> <ul style="list-style-type: none">AuthoritativeAble to delegate important tasksFast decision makersAble to use policies as guidelinesAble to compromiseAble to discuss unpopular decisions	<p>To Be More Effective, I Need to:</p> <ul style="list-style-type: none">Perform precision and exacting workHave an opportunity for careful planningHave exact job and objective descriptionsHave as much respect for peoples personal worth as for what I accomplishDevelop tolerance for conflict

"D's" tend to be perfectionists. You probably have your kitchen drawers well organized and your tools in perfect order in the garage. You need to have reasons when change is in order. You like to do things by the book -- the right way. Being very accurate, you base your decisions on fact and lots of information. If you were in a discussion with someone else, you would be right because you don't make a statement unless you are right!