

Personality type	Basic <u>desire</u>	Key <u>needs</u> and <u>motivations</u>
Playful	To have fun	Attention — loves an audience Affection Approval Acceptance of who they are
Powerful	To have control	Credit for their abilities and Appreciation for all they have done — recognition and results Loyalty in the ranks — loves to lead New challenges
Precise	To get it right	Sensitivity to their feelings Space to be alone — 'don't crowd me!' Silence Support when down or from peers — 'I believe in you'
Peaceful	To have peace	Feeling respected Being valued for who they are, not what they do Lack of stress Peace and quiet Time and encouragement

# AFRAID OF . . .

PLAYFUL	POWERFUL
Not being liked or accepted Accounting for money spent Living by the clock or someone keeping score	Losing control Being overlooked at promotion time Not being able to produce (through illness or redundancy)
PEACEFUL	PRECISE
Being the one made accountable Major changes The buck stopping with them (they prefer it to be shared) Confrontation	Not being understood Having to compromise standards Making too many mistakes

## ANSWERS AND REPONSES TO EXPECT

PLAYFUL	POWERFUL
Personal Creative Ego-driven	Short and precise Pointed and direct
PEACEFUL	PRECISE
Qualified statements Tactful Hesitant to give an opinion	Qualified Technical Unimaginative Precise Following policy and rules

# CLOTHING

PLAYFUL	POWERFUL
Stylish Flamboyant Eye-catching Latest fashion, making them noticeable to others	Functional and practical Dress how they want to Appearance is likely to impress (in a powerful way) Spend little attention on this issue unless it is vital to outcomes
PEACEFUL	PRECISE
Conservative and casual Conventional styles Trainers a must Comfortable Subtle, calming colours	Classic Well-groomed Quiet Hair always in place (except for hippie types) Unobtrusive, but quality Impeccably dressed Tastes may be somewhat different from others' Dark colours e.g. khaki, black, grey

## COMMUNICATING CLEARLY — NEED TO . . .

PLAYFUL	POWERFUL
Limit what you say, conveying only what is vital	Request (not demand!) others' action
Halve your stories	Say 'please' and 'thank you' more often
Listen — and try not to interrupt	Be careful of tone of voice
Try to remember people's names	Stay in one place (do not pace around or leave the room)
If interrupted, continue only if asked	Focus interest and relevance on the person, not the project
Tone down	Actively listen — don't cut others off
Seek others' comments	Try not to talk over people and finish other people's sentences or stories
Be inclusive of those not speaking	Respect others by reading all their contributions

## COMMUNICATING WITH A . . .

PLAYFUL	POWERFUL
Tell stories about your life	Speak in condensed form
Give lots of exciting information	Give them appreciation for all their achievements
Show acceptance	Include results and bottom line information
Pay attention	Support with detail only if asked, or if you have been attacked verbally by them
Show approval	Accept abruptness — they are not intentionally rude but can come across that way
Stay tuned	Be project focused

PEACEFUL	PRECISE
Show respect	Be polite
Look for positives	Don't interrupt them if they are busy
Give only a few choices — make it easy for them	Respect their time, space, silence and schedule
Give praise freely	Don't pry and delve into their personal life
Learn to say 'I appreciate your [attribute]' rather than what they have done	Give factual, orderly details
Give concentrated attention	Laugh and cry with them, but don't try to jolly them up when blue
Wait to respond until they are completely finished	Prepare — think through what you are going to say

## COMMUNICATION STYLE

PLAYFUL	POWERFUL
<p>Open</p> <p>Expressive body language</p> <p>Loves to connect by touch</p> <p>An incessant talker, regardless if anyone is listening</p> <p>Loud</p> <p>Belly laugh</p> <p>Speaks first, then thinks</p> <p>Will talk to anyone, anywhere, anytime</p> <p>Tell stories about life's little disasters</p> <p>People-oriented</p>	<p>In your face</p> <p>Can be intimidating with gestures</p> <p>Gives quick commands or orders</p> <p>Doesn't tolerate chit-chat</p> <p>Cuts off others mid-sentence and finishes others' stories</p> <p>Says 'Cut to the chase!', 'Get to the point!'</p> <p>Single-minded, task-oriented</p> <p>Restless, moving on once they have grasped the concept</p> <p>Can dismiss others</p>
PEACEFUL	PRECISE
<p>Relaxed, open body language</p> <p>Calming presence where others are stressed out</p> <p>Speaks only when they have something of value to say</p> <p>Hesitant to offer opinions</p> <p>Uninvolved</p> <p>Soft voice</p> <p>Dry humour</p> <p>Good listener</p> <p>Accommodating</p>	<p>'The Thinker'</p> <p>Gestures close to body</p> <p>Precise and accurate</p> <p>Speaks when they feel they can contribute</p> <p>Not keen to open up about their life</p> <p>Shares only with those close</p> <p>Thinks, then speaks</p> <p>Shares only on a need-to-know basis</p> <p>Prefers the written word</p> <p>Justice and fairness imperative</p>

Task-oriented

## CONTROL BY . . .

PLAYFUL	POWERFUL
<p>Luring and captivating</p> <p>Charming</p> <p>'Oh honey, you'll do that so well</p> <p>Come on, give it a go!'</p>	<p>Threat of an outburst and tension</p> <p>'Remember what happened last time you did that?'</p>
PEACEFUL	PRECISE
<p>Purposely delaying and putting off</p> <p>'Why do today what you can put off for tomorrow?'</p>	<p>Threat of displeasure</p> <p>Throws everyone into a guessing game</p> <p>'Something wrong?' 'No, nothing . . .'</p>

## CONVERSATIONS AROUND . . .

PLAYFUL	POWERFUL
<p>People and relationships</p> <p>Life's little disasters and tragedies, made light of</p> <p>Emotional intelligence</p> <p>Decisions made from their feelings</p>	<p>Organisation</p> <p>Results</p> <p>Outcomes and bottom lines</p> <p>Efficiency and growth</p> <p>Things they want to accomplish</p> <p>(They don't care if you don't like them)</p>
PEACEFUL	PRECISE
<p>Security</p> <p>Risks one can avoid</p> <p>Systems</p> <p>Hobbies</p>	<p>Facts/logic</p> <p>History</p> <p>Decisions made from an intellectual basis</p>

## DECISION-MAKING

PLAYFUL	POWERFUL
<ul style="list-style-type: none"> <li>Impulsive</li> <li>Erratic</li> <li>On basis of personal motivation</li> <li>Big picture</li> <li>Status quo</li> </ul>	<ul style="list-style-type: none"> <li>Decisive</li> <li>Quick</li> <li>Calculated risks</li> </ul>
PEACEFUL	PRECISE
<ul style="list-style-type: none"> <li>Slow, sure and studied</li> <li>Avoids being different, so will often make decisions on that basis</li> <li>May not decide until they know what others think and feel</li> <li>Avoids risks</li> </ul>	<ul style="list-style-type: none"> <li>Objective</li> <li>Cautious</li> <li>Decides only after getting all the facts and processing them in a logical way</li> </ul>

## DEMOTIVATORS — THINGS THAT DISCOURAGE

PLAYFUL	POWERFUL
<ul style="list-style-type: none"> <li>When there is no fun and work is boring</li> </ul>	<ul style="list-style-type: none"> <li>When they can't be in control</li> </ul>
PEACEFUL	PRECISE
<ul style="list-style-type: none"> <li>Too many changes and being pushed too hard</li> <li>Conflict</li> </ul>	<ul style="list-style-type: none"> <li>Too many mistakes being made</li> </ul>

## DEPRESSION — CAN BE TRIGGERED BY ...

PLAYFUL	POWERFUL
<ul style="list-style-type: none"> <li>Feeling as if life is no fun</li> <li>Feeling alienated</li> </ul>	<ul style="list-style-type: none"> <li>Feeling as if life is out of their control and they can't do a thing about it</li> </ul>
PEACEFUL	PRECISE
<ul style="list-style-type: none"> <li>Having far too many problems to deal with</li> </ul>	<ul style="list-style-type: none"> <li>Disappointments</li> <li>Feeling overwhelmed</li> <li>Little hope of change</li> </ul>

## EMAILS

PLAYFUL	POWERFUL
<ul style="list-style-type: none"> <li>Always begins with a personal story or question</li> <li>Gets caught up in the dialogue, then forgets the reason they needed to write</li> <li>Usually includes a joke or funny story</li> <li>Lots of !!!!! and :-)</li> </ul>	<ul style="list-style-type: none"> <li>Bullet or action points</li> <li>Can overlook saying 'please' and 'thank you' by focusing on the big picture</li> <li>Straight up and to the point</li> </ul>
PEACEFUL	PRECISE
<ul style="list-style-type: none"> <li>Remembers names of client's family</li> <li>Starts on a relationship level, then addresses the issue</li> <li>Never demanding or straight up</li> </ul>	<ul style="list-style-type: none"> <li>Writes the longest emails, containing all the data required</li> <li>Ticks off all action points</li> <li>Well written — no mistakes</li> <li>More formal than other</li> </ul>

## ENVIRONMENT

PLAYFUL	POWERFUL
Lots of clutter and mess	Awards and signs of recognition
PEACEFUL	PRECISE
Old relics and mementoes	Charts and graphs Academic achievements

## FEAR — HOW THEY EXPRESS IT

PLAYFUL	POWERFUL
Loud Expresses fear openly Squeals and is dramatic	Sucks it in Very rarely shows fear
PEACEFUL	PRECISE
Physical display of trembling Beads of sweat Fear hidden	Internalises fear Talks their way through it

## FOCUS ON . . .

PLAYFUL	POWERFUL
People Process and people	The job Results and bottom line
PEACEFUL	PRECISE
The way things need to be done Process and systems	The best possible way to do it Results and structure

## GESTURES

PLAYFUL	POWERFUL
Largest of all gestures Inviting	Fast Direct Restless
PEACEFUL	PRECISE
Measured Relaxed Gentle Fluid	Closed Private Formal Proper

## GETTING ALONG WITH A...

PLAYFUL	POWERFUL
Try to help them not accept everything they volunteer for	Realise they are movers and doers Be aware they are the born leaders Be gutsy, and insist there is a two-way conversation
Realise they like lots of variation and flexibility to their day	Know they don't mean to hurt, they are just upfront
Understand they have to work at time management	Realise it's not natural for them to feel compassionate
Encourage them when they accomplish something	They don't suffer fools
Remember they are circumstantial people	
They love surprises, gifts and fun encounters	
PEACEFUL	PRECISE
Realise they need direct motivation	Because they are very sensitive, they can get hurt easily
Help them set goals and give them incremental rewards	Remember they are naturally wired with a cautious attitude
Don't expect enthusiasm — it doesn't come easy	Learn about depression and how it impacts on them
Lovingly help them to make decisions	Show loving and sincere support
Champion them to accept responsibilities	Appreciate that for them, peace and quiet are up there with oxygen
Don't dump on them	Don't be late — they value good time-keeping
Wait until they speak	Give ideas with supporting data
	They don't like surprises

## GREAT FOR...

PLAYFUL	POWERFUL
Bringing fun back into the equation	Clear thinking
Simplicity	Keeping control when others are losing it
Re-starting things	Leadership
Ideas and creativity	Opposing others or standing alone
	Seeing the big picture
PEACEFUL	PRECISE
Keeping on course	Being artistic, creative
Putting up with troublemakers	Having an eye for detail
Listening while others speak	Doing things well
Patience	Completing tasks
Uniting opposing teams	Making something out of nothing
Mediation	Strategic planning
Finishing the hard jobs other people avoid	Procedures

## HOW THEY WORK

PLAYFUL	POWERFUL
Quickly	Hard
Can go off on tangents	Prefer to work on their own
PEACEFUL	PRECISE
Constant, steady and reliable	Accurate/Deliberate
Great at finishing tasks	Diligent and responsible

## IDENTIFYING PERSONALITIES THROUGH THEIR ACTIONS

PLAYFUL	POWERFUL
<p>Spontaneous; Friendly; Animated; Loud; Confident; Entertaining; Big ego; Enjoys social and business recognition; Elegant; Lives up to income; Dislikes writing reports; Disorganised; Verbal rather than written communication</p>	<p>Thrives on challenges; Task- rather than people-oriented; Powerful and prestigious; Restless; Impatient; Decisive; Impulsive; Quick; Change agent; Direct; Abrupt; Can argue one minute and laugh the next; Big ego; May lack empathy; Likes to juggle many tasks or interests at one time</p>
PEACEFUL	PRECISE
<p>Mature; Sincere; Warm; Good listener; Friendly manner; Steady but high performer; Great team player; Gives loyalty and expects it in return; Feels deeply, but usually holds in emotions; Modest; Unassuming; Patient; Dependable; Responsible; Seemingly easy going, but can be stubborn; Cares deeply about family and colleagues</p>	<p>Problem-solver; Critical; Prepares and plans well; Perfectionist; Quality controller; Mind like a steel trap; Worries, particularly about solutions; Sensitive to criticism; Abhors making errors; Follows directions precisely; Analyser; Thinker; Intuitive; Likes facts and logic; Accurate; Dislikes carelessness or disorder; Does not like overly aggressive people; Neat and organised dress, desk, home and car</p>

## IF THIS PERSONALITY WAS A CAR . . .

PLAYFUL	POWERFUL
<p>Red sports car with a personalised plate, eg. MR2 Toyota (Treat their cars as toys)</p>	<p>BMW, Lexus or Mercedes Benz (like their cars <i>big</i> and impressive — V8 engine)</p>
PEACEFUL	PRECISE
<p>Toyota Sedan Solid and well maintained, prefer tried and true, reliable and economical; never out to impress (Hold on to their cars forever)</p>	<p>Peugeot, Volvo, or eco-friendly car (Prefer state of the art, quality European cars)</p>

## KEY PHRASE

PLAYFUL	POWERFUL
<p>'Look at me!'</p>	<p>'Appreciate me'</p>
PEACEFUL	PRECISE
<p>'Respect me'</p>	<p>'Understand me'</p>



## LEADERSHIP STYLE

PLAYFUL	POWERFUL
Inspirational	Visionary
Charismatic	Big picture
Charming	Naturally in charge
Optimistic	Quick insight into what will work
Fun	Self-belief in their ability to achieve
Motivational	Upfront and candid
PEACEFUL	PRECISE
Diplomatic	Strategic
Strong mediator	Critical thinker
Cool, calm and collected	Organises well
Not impulsive in decision-making	Sensitive to people's needs
Well-liked	Artistically creative
Inoffensive	Wants quality performance
Nurturer	Project driven

## LIKES TO TALK ABOUT ...

PLAYFUL	POWERFUL
Interaction with others	Competence and business
(People)	(Tasks)
PEACEFUL	PRECISE
Safety measures	Specifics and reasoning
The tried and true	(Tasks)

## LISTENING SKILLS

PLAYFUL	POWERFUL
Drifts in and out of conversations	Impatient and restless
PEACEFUL	PRECISE
Willing and brilliant	Selective

## MANNER

PLAYFUL	POWERFUL
Pleasant and friendly	'Doer'
	Strong presence
	Dominating
PEACEFUL	PRECISE
Accepting and affable	Assessing and evaluating

## MEETINGS

PLAYFUL	POWERFUL
Interrupts, goes off on tangents	Dominates
Distracted	
PEACEFUL	PRECISE
Prefers to listen	Strong critical skills
Favourite word 'Whatever'	

## MOTIVATION

PLAYFUL Recognition	POWERFUL Recognition
PEACEFUL Security	PRECISE Security

## NEEDS

PLAYFUL Attention Affection Approval Acceptance	POWERFUL Credit for their abilities and accomplishments To achieve Loyalty
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PEACEFUL To feel valued Respect and a feeling of worth Peace and quiet	PRECISE Sensitivity Space Silence Support
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## NEEDS TO DO MORE . . .

PLAYFUL Active listening	POWERFUL Saying 'please' and 'thank you' Listening
PEACEFUL	PRECISE

## NEEDS TO KNOW . . .

PLAYFUL Who? Emphasis on people	POWERFUL What/when? Emphasis on results
PEACEFUL Why? Emphasis on reason why	PRECISE How? Emphasis on details

## PACE

PLAYFUL Enthusiastic	POWERFUL Fast
PEACEFUL Steady	PRECISE Controlled

## PROUD OF . . .

PLAYFUL Relationships Creativity	POWERFUL Achievements Working hard
PEACEFUL Relationships and friends Keeping the peace	PRECISE Using process to reach a logical conclusion Detail and order

## QUESTIONS THEY WILL ASK

PLAYFUL Personal Creative	POWERFUL Short Precise Objective-driven
PEACEFUL Around process and people How things can be done	PRECISE Logical and fact-oriented For support About process Asking for technical details
RECOVERS BY . . .	
PLAYFUL Partying with fun people	POWERFUL Physical activity — running, working out, physical work
PEACEFUL 'Nothing' time — just sitting down doing nothing	PRECISE Quiet time — going off by themselves
RELATIONSHIPS	
PLAYFUL Identifies with others	POWERFUL Commands others
PEACEFUL Accenting of others	PRECISE Assesses others

## RESPONSIVENESS

PLAYFUL Friendly Obliging	POWERFUL Impatient Restless
PEACEFUL Steady Reserved	PRECISE Cool Distant
SENSE OF HUMOUR	
PLAYFUL 'Let me tell you what happened the other day . . .' Storyteller Situational humour Ribs others Variety of types of humour that allow exaggeration Hearty belly laughter	POWERFUL 'Just kidding — really!' Joke-teller Variety of types of humour, that can be delivered quickly and have a point Smiler
PEACEFUL 'Now that's funny!' Quick, original wit Uses one-liners, absurdity, puns, irony Excellent ability to use humour to defuse tense situations Can be tinged with sarcasm Chuckler	PRECISE 'Humph!' Sense of humour is their best-kept secret! Rarely delivers humour except with close friends and family Internalises humour Values all humour, but especially analytical, thinking humour

## SHOPPING STYLE

PLAYFUL	POWERFUL
<ul style="list-style-type: none"> <li>Impulsive, fun-loving buyer</li> <li>Shops anytime</li> <li>Spendthrift</li> <li>Loves shopping — enjoys crowds</li> <li>Easily swayed</li> <li>Tries the latest things</li> <li>Enjoys an expedition with others</li> <li>Never has enough money!</li> <li>Charms salesperson</li> </ul>	<ul style="list-style-type: none"> <li>Practical, decisive buyer</li> <li>Focused shopper</li> <li>Decides ahead of time what they want</li> <li>Controls shopping time</li> <li>Avoids crowds</li> <li>Judicious about trying new things</li> <li>Savvy about money</li> <li>Intimidates salesperson</li> </ul>
PEACEFUL	PRECISE
<ul style="list-style-type: none"> <li>Uninvolved, relaxed buyer</li> <li>Delays shopping time</li> <li>Frugal in their spending</li> <li>Loves a bargain</li> <li>Avoids crowds</li> <li>Prefers small stores and makes repeat visits</li> <li>Wants few choices</li> <li>Needs encouragement</li> <li>Procrastinating buyer</li> <li>Not free with their money</li> <li>Puzzles salesperson</li> </ul>	<ul style="list-style-type: none"> <li>State-of-the-art, bottom-line buyer</li> <li>Schedules shopping time</li> <li>Budget-oriented</li> <li>Seeks bargains</li> <li>Makes lists of stores and cross-references items</li> <li>Battles crowds alone</li> <li>Needs time to evaluate</li> <li>Cautious about new things</li> <li>Critical, nit-picking</li> <li>Frugal with money</li> <li>Ignores salesperson</li> </ul>

## SMALL TALK

PLAYFUL	POWERFUL
<ul style="list-style-type: none"> <li>Loves small talk</li> <li>Personal interest</li> <li>Positive</li> </ul>	<ul style="list-style-type: none"> <li>Minimal to none</li> <li>Industry inclination</li> </ul>
PEACEFUL	PRECISE
<ul style="list-style-type: none"> <li>Comfortable with small talk</li> </ul>	<ul style="list-style-type: none"> <li>Some small talk</li> <li>Technical in nature</li> <li>Project-oriented.</li> <li>Around tasks</li> <li>Nothing personal</li> </ul>

## SPEECH

PLAYFUL	POWERFUL
<ul style="list-style-type: none"> <li>Enthusiastic</li> <li>Expressive</li> <li>Lots of variety in pitch</li> <li>Laughs loud and a lot</li> </ul>	<ul style="list-style-type: none"> <li>Friendly, but may be abrupt</li> <li>Little emotion</li> <li>Authoritative</li> <li>Rapid pace</li> <li>Gives the Readers' Digest condensed version</li> </ul>
PEACEFUL	PRECISE
<ul style="list-style-type: none"> <li>Friendly</li> <li>Excellent listener</li> <li>May have monotonous voice</li> <li>Slow pace, with warmth</li> <li>Measured</li> </ul>	<ul style="list-style-type: none"> <li>Facts and logic</li> <li>Cautious and non-committal</li> <li>Reserved</li> <li>Slow pace</li> <li>Limited emotion</li> <li>Closed</li> </ul>

## STRENGTHS

PLAYFUL	POWERFUL
Fun; Adventurous; Initiator; Creative and visual thinker; Can function in chaos; Lives in the present; Loves variety, flexibility, change; Spontaneous/boisterous; Most forgiving of all types	Able to take charge of anything; Has a need for excitement; Fast-moving approach; Can make quick, correct judgements; Great decision-maker; Restless; Confident; Single-minded; Doer, not a watcher; Good under pressure
PEACEFUL	PRECISE
Steady; Balanced; Dependable; No extremes; Calm; Patient; Wonderful listener; Compassionate; Can work under pressure; Keeps people happy and produces few enemies; Loyal; Dedicated; Co-operative; Pleasant; Believable; Retentive mind; Brings order out of chaos; Delegates well; Great Integrity; Steady performer and team player	Thoughtful; Well-mannered; Meticulous ; Well-groomed; Conservative; Energised by their 'inner world'; Focused; Organised; Gets more enjoyment from music and fine arts; Eye for detail; Economical; Persistent; Mind like a steel trap; Loves analysis; Likes to make careful decisions

## STRESS RELIEF

PLAYFUL	POWERFUL
Moments of fun Freedom from restrictions and schedules	Separation from out-of-control or uncontrollable situations Physical activity Starting a new project
PEACEFUL	PRECISE
Time alone 'Nothing' time Turning on the TV and escaping	Personal space Meticulousness Long stretches of silence and space

## STRESS RESPONSES

PLAYFUL	POWERFUL
Overspending Blaming others Finding a fun group	Outbursts Physical exertion Getting rid of the offender
PEACEFUL	PRECISE
Hiding from it Watching TV Eating Fading to back	Recounting the problems Whining Negative thinking

## TEAM CONTRIBUTION

PLAYFUL Innovation, ideas and creativity	POWERFUL Declaration and focus
PEACEFUL Diplomacy and nurturing	PRECISE Organisation and quality control

  

TELEPHONE MANNER	
PLAYFUL Expressive Laughter and kidding Welcoming Plenty of variation in voice tone Fast pace, with lots of emotion	POWERFUL Friendly, but may be abrupt Authoritative and direct Fast pace, with little emotion

  

PEACEFUL Friendly Brilliant listener May be hesitant to respond Slow pace, with warmth and friendliness	PRECISE May not commit to requests immediately Asks a lot of questions Abhors pushy callers Slow pace, with limited emotion and enthusiasm
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## TIME — ATTITUDE TO

PLAYFUL Socialises at the cost of time	POWERFUL Time is of the essence
PEACEFUL	PRECISE

## TIME-MANAGEMENT CHALLENGES

PLAYFUL Over-commits Tendency to be late Unorganised by nature Forgetful Solution: be brief	POWERFUL Under-plans Not detail oriented Killer 'to do' lists No time for rest and relaxation Solution: get to the bottom line
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PEACEFUL Under-commits Procrastinates Lack of energy Not goal-oriented Solution: be patient	PRECISE Over-plans Perfectionism leads to procrastination Cannot function in chaos Solution: be deliberate
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## TRUST BUILT BY ...

PLAYFUL Openness	POWERFUL Conformity
PEACEFUL Harmony	PRECISE Acquiescence

## TRUST SABOTAGED BY ...

PLAYFUL Not being listened to Non-approval	POWERFUL Judgement or 'murmurings' in the ranks
PEACEFUL	PRECISE

# TYPE OF PERSON

PLAYFUL Impetuous	POWERFUL Resolute
PEACEFUL Nonchalant	PRECISE Guarded
UNDER PRESSURE	
PLAYFUL Throws a hissy fit	POWERFUL Becomes an oppressor
PEACEFUL Pretends to conform	PRECISE Withdraws and internalises

# VOCATION

PLAYFUL Any place there are people	POWERFUL Any place they can control and have influence
PEACEFUL Conciliation Systematic and repetitive jobs	PRECISE Detail and order Difficult roles

# WEAKNESSES

PLAYFUL Haphazard Talking too much Loud Disorganised Messy Forgetful	POWERFUL Impatient Domineering Terse Bullying Imposing
PEACEFUL Intractable Indecisive Slow Selfish	PRECISE Critical Pedantic Whiny Unforgiving

WHAT OTHER PERSONALITIES NEED

PLAYFUL	POWERFUL
Give them an ear	Keep conversation short and to the point
Show approval through your body language — nodding, smiling, eye contact etc.	Appreciate all they have achieved
Bring energy to the conversation	Always communicate the bottom line and results
Affirm them	Only give details if asked
Include stories, particularly about life's little disasters	Accept that they can come across terse and curt. They don't mean to be rude, they're just focused
Use analogies and metaphors	Keep conversation moving
Engage their imagination	Give credit
Use very little detail	

PEACEFUL	PRECISE
Focus on the process	Use manners and courtesies
Show respect and value them for their caring, calming influence	Don't interrupt them
Give praise liberally	Give them time, space, silence and support
Stay in the moment	Don't probe their privacy
Listen and don't butt in	Think before you speak, and make it clear and concise
Give them few choices	Give details not chit-chat
Don't expect many questions or immediate decisions	Appeal to their sense of fairness
Talk about the tried and true, guarantees and security	Always be on time
They don't like latest fads	Stick with the plans made
Talk about people concerns	

WHEN OTHERS ANNOY US, WE SEE THEM AS . . .

PLAYFUL	POWERFUL
Artificial	Thick-skinned
Fickle	Arrogant

PEACEFUL	PRECISE
Weak-willed	Picky
Wavering	Lacklustre

WORK BEST IN THIS ENVIRONMENT . . .

PLAYFUL	POWERFUL
People and fun	Command and influence

PEACEFUL	PRECISE
Mediation and repetition	Quiet
Free from conflict	Detail and structure

WORKING STYLE

PLAYFUL	POWERFUL
Quick	Hard
Thrives around people	

PEACEFUL	PRECISE
Constant	Accurate
No stress	Likes to work alone



## WORK STRENGTHS

PLAYFUL	POWERFUL
Creative	Focused
New ideas	Big picture
Extremes	Action-oriented
Starts with full gusto	Productive
Inclusive	Goal-oriented
Energy and fervour	Keeps things moving
Inspires others	Practical and logical
	Doesn't mind the threat of opposition
PEACEFUL	PRECISE
Steady	Orderly and detailed
Dependable	Cost-conscious
Reliable	Reliable
Works well under pressure	Loves problem-solving
Looks for short cuts	Creative in finding solutions
Dodges conflict	Time-keeper
Brilliant administrator	Stickler
Mediates problems	Stayer
Good finisher	Good finisher
	Thrives on lists
	Loves difficult problems

## WORK WEAKNESSES

PLAYFUL	POWERFUL
Starts well, but quickly fades and loses interest	Demanding and controlling of others
Finds the hard yards difficult	Little tolerance for trivia
Difficult to keep on track	Doesn't care how it gets done (end justifies the means)
Talking rather than action	Mistakes not tolerated
Wrong priorities	Delegates only when they can get a piece of the praise
Goes by feelings	Doesn't analyse details
Easily sidetracked	Quick and rash decisions
Wastes time talking	Can come across terse and rude
Gets bored quickly	Manipulates people
PEACEFUL	PRECISE
Not goal oriented	Would rather work alone
Needs others to motivate them	Frustrated by mistakes
Digs their toes in when pushed	Spends too much time planning and preparing
Would rather share the job	High ideals mean very little encouragement comes from them because it's never good enough
Doesn't like initiating	Can't stand noise
Can discourage others who have lots of ideas	Never forgets a slight — real or imagined
Doesn't volunteer much	