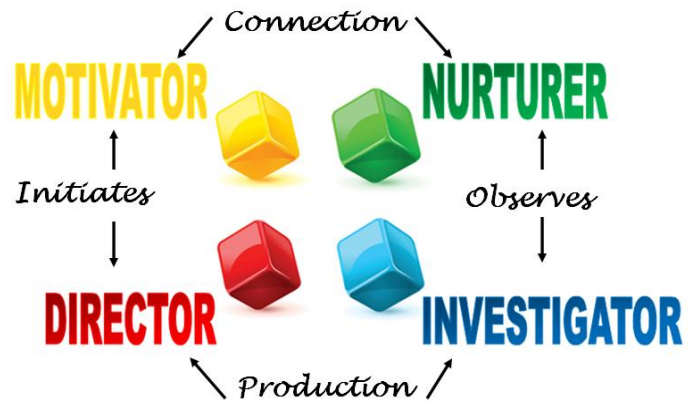


Communication Strengths . . .

Each communication style has definite strengths. Knowledge of your strengths allows you to draw on them as needed and to find situations in which your strengths are a benefit. Knowledge of the strengths of others allows you to anticipate their reactions and adapt your style to respond appropriately.



MOTIVATOR Motivators are **enthusiastic** and **friendly**. You prefer to be around people and in the **spotlight**. You are very positive and **optimistic** and love to meet new people and talk to others. You are able to generate enthusiasm and excitement in others because of your positive focus and lively nature. You are able to work at a fast pace and generate innovative ideas. You are a spontaneous person who excels at building alliances in order to accomplish work.

INVESTIGATOR Investigators are **systematic** and **objective**. You prefer to make decisions based on facts and research. You are an excellent **problem solver** by relying on data and analysis. You are **orderly** and strive toward **perfection**. You thrive in an independent and organized work environment. You like to think through things and focus on the details. You operate with a high level of integrity and believe follow-through is the key.

NURTURER Nurturers value **warm**, personal relationships. You have good counseling and **listening** skills. You are cooperative and **steady**, enjoy being part of a team and building consensus. You are **reliable** and aware of others' feelings. You focus on making others feel comfortable and helping them grow. You are interested in meeting new people who are down-to-earth and **sincere**. You like to create peace and harmony while avoiding conflict.

DIRECTOR Directors take **charge** of their lives. You prefer to be in **control** and you are decisive in your actions. Directors thrive on **competition**. You enjoy the challenge of a fight but you enjoy **winning** even more. You maintain a fast pace as you work single-mindedly on your goals. You strive to achieve success and are confident in your approach. You possess strong leadership skills and get things done. You are not afraid to take risks and get what you want.

Behavioral Observations . . .

	MOTIVATOR	INVESTIGATOR	NURTURER	DIRECTOR
DRESS	Fashionable; Stylish	Formal; Conservative	Casual; Comfortable	Business-like; Functional
TALKING & LISTENING	Tells stories / doesn't hear details	Precise with details / seeks facts	Doesn't offer opinions / sympathetic	Gets to the point / poor listener
HANDSHAKES	Quadruple Pump	Arms Length	Double Clasp	Bone Crusher
BODY LANGUAGE	Exaggerated Gestures	Poker Face	Timid	Direct Eye Contact
CLOSENESS	Hugger	Creates Boundaries	Gentle Touch	Maintains Posture
MOVEMENT	Quick and Lively	Controlled	Slow	Bold and Confident
WORKSPACE	Cluttered	Organized	Displays Photos	Suggests Power