

Team Driven Practice Seminar

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Things to remember!

Key words for each style

	Relaters	Promoters	Analyzers	Directors
WANT	Approval	Attention	Details	Control
VALUE	Getting Along	Getting Appreciated	Getting it Right	Getting It Done
SHADOW (the dark Side!)	<i>Passive</i>	<i>Inconsistent</i>	<i>Nit-Picky</i>	<i>Domineering</i>

General Approach to Styles

When with the...	RELATER	PROMOTER	ANALYZER	DIRECTOR
Explain things first	How	Who	Why	What
Proceed	Softly	Enthusiastically	Deliberately	Rapidly
Support	The Relater	The Promoter's Intentions	The Analyzer's principles	The Director's Results
Talk About	Personal Life	People & Opinions	Documents	Immediate Action
Provide	Initiative	Discipline	Deadlines	Freedom
Be	Gentle, specific & harmonious	Stimulating, open & flexible	Patient, organized & logical	Businesslike, time conscious & factual

We Learn By:

Relaters: following directions! Quiet, steady, dependable, responsive.

Promoters: having fun!! Play, joke, talk, work in groups.

Analyzers: figuring it out! Trial and error, always busy, studious, perfectionists.

Directors: doing it their way! Seek alternatives, self-starters, independent, ambitious.