

## D Style

Results and efficiency are important to the D

### Where the other styles get in their way

- **I** talks too much and gets side-tracked easily
- **S** moves too slow, needs too much time to think
- **C** asks too many questions, gives too many details

### Why they need the other styles:

- **I** to promote and sell the idea
- **S** to follow through and implement
- **C** to do the research and handle details

## I Style

The experience, relationship, and being liked are important to the I

### Where the other styles get in their way

- **D** is brutally honest and not as concerned about feelings
- **S** doesn't know what they are thinking or how they feel
- **C** criticizes anything that is not perfect

### Why they need the other styles:

- **D** to make hard decisions and so they don't look bad
- **S** to follow through and implement
- **C** to get it right and make them look good

## S Style

Security, time to think and complete are important to the S

### Where the other styles get in their way

- **D** keeps changing their mind, causing more work
- **I** wastes time talking about personal things
- **C** asks for way too much detail, confuses the issue

### Why they need the other styles:

- **D** to make quick decisions and speed them up
- **I** to promote and motivate their processes
- **C** to be the "bad cop" and hold others accountable to rules and process

## C Style

Information, following the rules, and perfection are important to the C

### Where the other styles get in their way

- **D** goes with gut instinct, not afraid to fail
- **I** overly emotional, doesn't have the detail
- **S** withholding, doesn't always share the needed information

### Why they need the other styles:

- **D** to make quick decisions and help them meet deadlines
- **I** to sell idea (not tell) to the group
- **S** to calmly play the buffer