

Straight Talk®

Team Member Profile

Team Name: Sample

Report for: Team Member A

I. Your Communication Style



Nurturers like to express themselves, especially among groups of close friends and colleagues. Easy-going, accepting, friendly, they make things more fun for others because they enjoy themselves so much. They're the ones people turn to for news about other people. They like to join in social activities. Their enthusiasm and cooperation make them good at intervening between different people or groups. Because they tend to avoid conflicts, Nurturers may take on more tasks than they can handle, and thus miss deadlines.

For this style to communicate more effectively:

- Explain the logic behind your thinking.
- Manage your time carefully, don't over-commit.
- Look for negatives, not just positives, when weighing options.



My In-Depth Profile

You have a high Director score, meaning you are direct and assertive in your communication. You naturally assume a leadership role. You are focused on results and like to make decisions quickly. You are confident in your ability to see the big picture. You enjoy taking on big challenges and risks. You may focus too much on results - not enough on people's feelings.

You have a high Expresser score, meaning you are animated and outgoing. You enjoy talking in front of groups and performing. You tend to excel when doing something that requires you to use your considerable charm - such as making a presentation or motivating a group of people. You enjoy trying new things and "thinking out of the box." You have less patience for routine things - or for tasks that require you to get every last detail absolutely right.

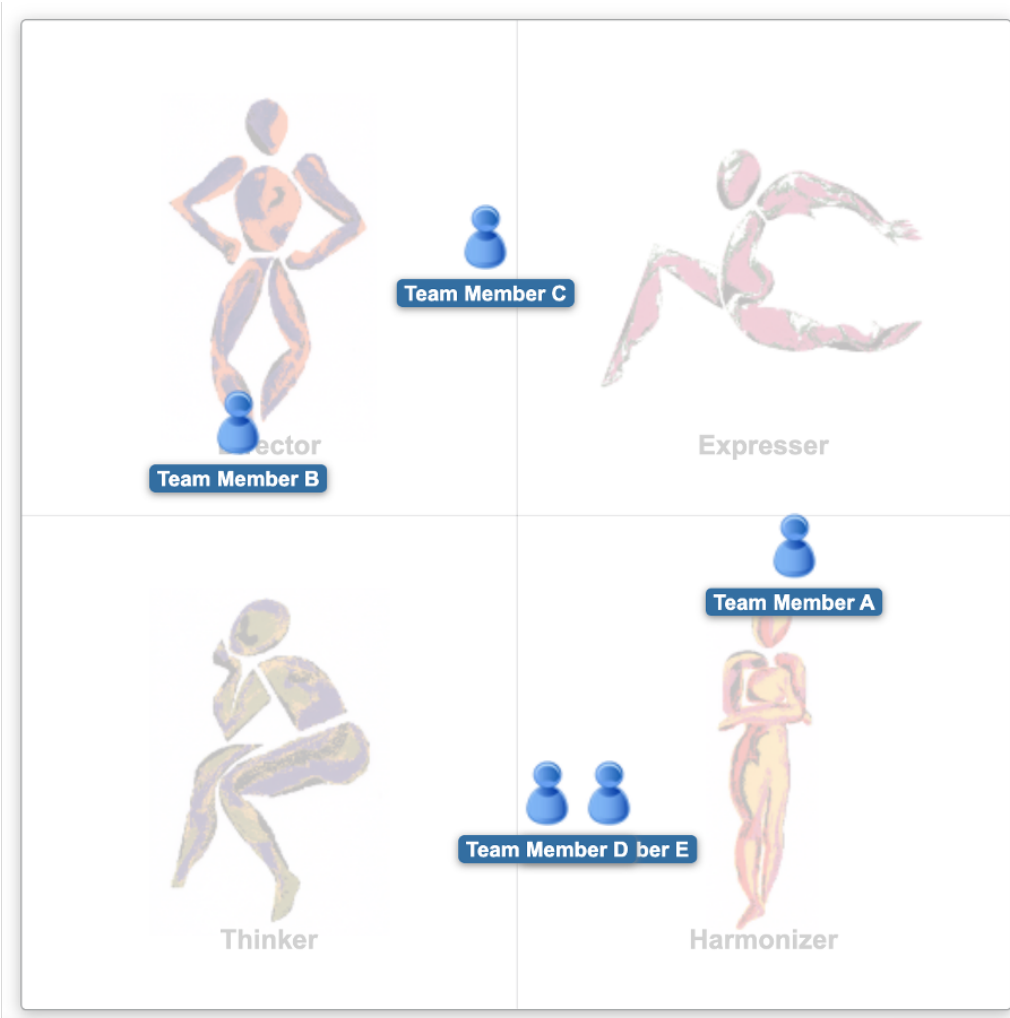
You have a moderately high Thinker score. You enjoy tackling problems and solving them. You have a lot of confidence in your analytical abilities. You tend to be conservative in your approach.

You have a very high Harmonizer score, meaning you are very focused on the quality of your communication. You like to make sure people feel well cared for. Your natural inclination is to look after the group, whether it be family, friends, or co-workers. You are one of the "glue" people who makes everyone feel better. At times you can procrastinate. And when conflicts appear, you often don't address them, hoping they'll just go away.



II. Primary Styles of Team Members

Team: Sample



| Primary Styles of Team Members | | | |
|---------------------------------------|------------------|----------------|--|
| Director | Expresser | Thinker | Harmonizer |
| Team Member B Team Member C | | | Team Member A Team Member D Team Member E |

Characteristics of Primary Styles

| Director | Expresser |
|---|---|
| <ul style="list-style-type: none"> • Goal oriented • Tells it like it is • Makes decisions quickly • Always on the go • Speaks crisply • May be insensitive, intimidating | <ul style="list-style-type: none"> • People oriented • Animated, easily excited • Makes expressive gestures • Entertaining • Thinks out loud • Speaks rapidly • May be imprecise |
| Thinker | Harmonizer |
| <ul style="list-style-type: none"> • Task oriented • Makes lists • Does things "by the book" • Speaks deliberately • Believes there's a right way and a wrong way • May procrastinate | <ul style="list-style-type: none"> • Relationship oriented • Sensitive to others • Dedicated, loyal • Speaks softly • Avoids conflict • May over-commit |

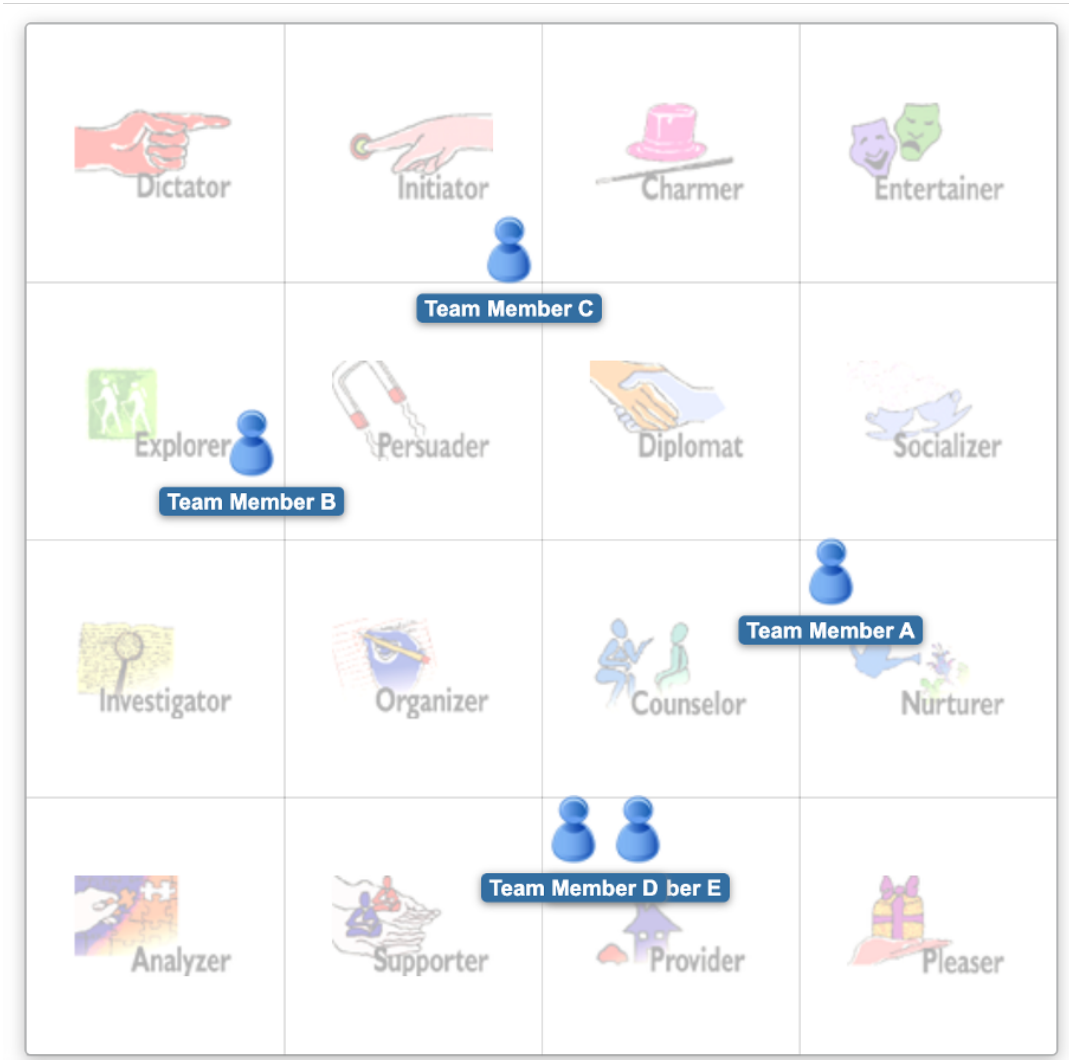
III. Team Member Scores

| Name | Expresser | Thinker | Harmonizer | Director | Specific Style |
|---------------|-----------|-----------|------------|-----------|----------------|
| Team Member A | 33 | 25 | 35 | 32 | Nurturer |
| Team Member C | 31 | 20 | 27 | 34 | Initiator |
| Team Member E | 28 | 32 | 34 | 30 | Provider |
| Team Member B | 25 | 29 | 28 | 32 | Explorer |
| Team Member D | 21 | 31 | 32 | 28 | Provider |

Bold red = Primary Style Score
Bold blue = Secondary Style Score

IV. Specific Styles of Team Members

Team: Sample



V. Team Member Styles



Primary: Director
Secondary: Director
No team members

Dictators are valued for their leadership skills and "take charge" attitude. Action-oriented and energetic, their communications are highly focused on tasks rather than people. They're the ones you're likely to hear saying: "Now listen, this is the bottom line." They can easily be perceived as insensitive and domineering.

- Show genuine concern for other people's feelings.
- Gather other people's input before announcing a solution.
- Explain your reasoning slowly and carefully.



Primary: Director
Secondary: Thinker
Team Member B

Quiet and reserved, Explorers are good at working on their own and conceiving new theories or solving complex problems. They enjoy taking the long-term perspective and meeting large challenges. They are regarded as highly logical and independent. They make excellent scientists. People with this style can at times become lost in the theoretical, forgetting about other people's practical feelings and concerns.

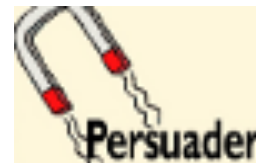
- Seek other people's input before making a decision.
- Acknowledge the value of other people's feelings.
- Be realistic in setting deadlines and using resources.



Primary: Director
Secondary: Expresser
Team Member C

Initiators are ingenious and energetic in coming up with new ideas. While they may undertake too much at times, they typically manage to get the job done through sheer force of will and determination. Because they are so focused on their own needs and goals, they may forget that other people have goals and needs, too. This can make the people around them feel uneasy and anxious.

- Stress the value of other people's work and contributions.
- Be more forthcoming in talking about your own feelings.
- Use self-deprecating humor to put people at ease.



Primary: Director
Secondary: Harmonizer
No team members

Practical and realistic, Persuaders like to organize people and activities. Their pragmatic approach enables them to communicate effectively and honestly. At one moment they can appear warm and friendly, the next decisive and determined. While balanced in their approach to people and the requirements of the situation, they can be imprecise in spelling out exactly what is needed. This can leave people around them confused about details.

- Be more precise in setting a goal or task.
- Spend more time collecting data before making a decision.
- Give credit to other people's ideas and input.



Primary: Expresser
Secondary: Director

No team members

Assertive yet sensitive to the feelings of others, Charmers are well-suited to providing the creative spark to an organization and its people. They like to take charge, and may suppress their own feelings to accomplish their goals. Their communications at times are not focused on the specific outcome desired; instead, they rely on the force of their personality to carry the day. This can result in confusion, as people try to make sense of what the Charmer is saying and translate it into a practical course of action.

- Be precise in spelling out what needs to be done.
- Pay more respect to the opinions of others.
- Tell people when you're thinking out loud.



Primary: Expresser
Secondary: Thinker

No team members

Diplomats are personable, versatile, and analytical. They are drawn to organizations where their communication skills can be used in leadership capacities. At times their focus on competence and "being right" can be overwhelming to others, especially those less articulate than they are. They need to learn to temper their drive for perfection with a sensitivity to other people's feelings.

- Allow other people to contribute equally to the discussion.
- Set realistic deadlines and schedules.
- Acknowledge your drive for perfection - and make light of it.



Primary: Expresser
Secondary: Expresser

No team members

Animated, original, and stimulating, Entertainers are good at public speaking and presentations. Their focus is on expressing themselves to other people, not on accomplishing tasks or conducting rigorous analysis. Their sensitivity to others - and their desire to be liked in return - makes it difficult for them to be honest under awkward or painful circumstances. They are at their best when entertaining or leading group activities that require on-the-spot improvisation and creativity.

- Slow down and analyze the situation carefully.
- Be honest in discussing painful topics.
- Avoid "hogging the spotlight."



Primary: Expresser
Secondary: Harmonizer

No team members

Warm, sociable, and popular, Socializers are born team members. They like to promote an atmosphere of fun and harmony, and can feel dejected when conflict arises. When inspired, Socializers will work endless hours on their own without supervision. When they feel unappreciated, they can become depressed and withdrawn. Socializers need to work on acknowledging conflicts when they occur and becoming more logical, and less emotional, in their approach to solving problems.

- Examine alternatives from a logical perspective.
- Don't expect everyone to feel the same way you do.
- Be direct and honest in acknowledging a conflict.



Primary: Thinker
Secondary: Director

Investigator *No team members*

Investigators are cool and calculating, observing life with an air of detachment. They like to dissect how things work and use their knowledge to bring projects to successful conclusion. Their logical, forceful personality is at its best during times of crisis, when their calm demeanor allows them to analyze the situation and respond effectively. They like to be viewed as encyclopedias of information, being called upon to provide solutions on the spot. They make good trouble-shooters. They may not be comfortable dealing with feelings or sensitive topics.

- Open up and share your feelings with others.
- Invite inquiry from other people into your views.
- Let other people know you appreciate their ideas.



Primary: Thinker
Secondary: Thinker

Analyzer *No team members*

Analyzers are painstaking and thorough with detail. They are valued for communicating in a precise, accurate manner. Analyzers like to use their logical, factual approach to solving well-defined, challenging problems; they are less comfortable tossing ideas around and dreaming up new projects. At times their approach can be perceived as rigid and inflexible. They are likely to avoid situations that require them to process diverse viewpoints and competing perspectives from many people.

- Show appreciation for innovative, original thinking.
- Display sensitivity toward other people's feelings.
- Be flexible in allowing other points of view to prevail.



Primary: Thinker
Secondary: Expresser

Organizer *No team members*

Organizers are respected for their conscientious way of communicating. Compassionate toward people, they also enjoy solving problems and dealing with details - a combination of traits that makes them effective with groups of people. They can display unusual vision about the needs of an organization or business. Organizers may at times appear single-minded, preferring to heed their own counsel rather than listen to the ideas of others.

- Share your feelings with others.
- Listen to other points of view - and validate them.
- Make sure you consider several options before acting.



Primary: Thinker
Secondary: Harmonizer

Supporter *No team members*

Supporters are diplomatic, patient, and kind, preferring to blend a conscientious approach with a desire for harmony among their colleagues. Cautious by nature, they are valued for knowing the rules and traditions and for paying close attention to the consequences of a given decision on the people involved. Supporters are at their best finding solutions that benefit all sides. They are not likely to take a risky approach or engage in "out of the box" thinking.

- Assert yourself forcefully when the situation calls for it.
- Push yourself to explore new ways of doing things.
- Talk about your feelings directly and candidly.



Primary: Harmonizer
Secondary: Director

No team members

Counselors tend to display two different communication styles. One style promotes harmony. The other style is decisive, often abrupt. Those who know them understand that Counselors operate from a deep sense of loyalty to the group and cause. Counselors are adept at facilitating discussions, since they are peace-makers who can survive under adverse conditions. They are driven by a sense of what is right, and may take criticism of their motives very personally.

- Explain your reasons and motives to others.
- Be honest and clear about potential conflicts.

Guard against using loyalty to motivate people.



Primary: Harmonizer
Secondary: Thinker

Team Member D - Team Member E

Providers tend to succeed by a combination of people skills and analytical thinking. They understand other people's feelings; they understand how to solve problems. People turn to them for support and solutions. Providers tend not to be showy or flashy in temperament or style. They are adept at addressing interpersonal conflicts and getting them out into the open. They may not be insistent enough that their own needs be met.

- Express your own feelings more often.
- Assert your own needs; don't allow them to be ignored.
- Be more assertive in planning and allocating your time.



Primary: Harmonizer
Secondary: Expresser

Team Member A

Nurturers like to express themselves, especially among groups of close friends and colleagues. Easy-going, accepting, friendly, they make things more fun for others because they enjoy themselves so much. They're the ones people turn to for news about other people. They like to join in social activities. Their enthusiasm and cooperation make them good at intervening between different people or groups. Because they tend to avoid conflicts, Nurturers may take on more tasks than they can handle, and thus miss deadlines.

- Explain the logic behind your thinking.
- Manage your time carefully, don't over-commit.
- Look for negatives, not just positives, when weighing options.



Primary: Harmonizer
Secondary: Harmonizer

No team members

Pleasers are quiet and shy, yet friendly and caring once you get to know them. They shun disagreements and do not force their opinions on others. Pleasers like to spend their time building harmonious relationships with other people. Their happiest moments are spent in quiet conversation. They like to follow tradition, and may not easily be swayed to another - perhaps more suitable - way of doing things. This can make them seem stubborn and rigid.

- Discuss your feelings honestly and openly.
- Speak more forcefully; vary the tone of your voice.
- Ask questions; make sure you understand other points of view.

VI. Team Member Comparisons

How you relate to Team Member B

You have a slightly higher Expresser score than Team Member B. You are outgoing and like to speak your mind. You enjoy creative brainstorming. You are spontaneous.

You and Team Member B have mid-range scores for the Thinker dimension. This means you are both moderately analytical in your approach to communications.

You have a very high Harmonizer score, whereas Team Member B has a moderate Harmonizer score. This means you are likely to invest more attention in your communication than Team Member B. You are focused on making sure people's needs are met, moreso than Team Member B. You tend to avoid dealing directly with conflicts, preferring to smooth things over.

You both have relatively high scores for Director. This means you both like to be in charge and reach decisions quickly. You are both more focused on results than on details.

How to improve your communication with Team Member B

Remember to give Team Member B equal opportunity to talk. Ask questions and listen carefully. When you're just thinking out loud, let people know. Otherwise they're likely to misinterpret your ideas for decisions.

You may need to work on being more forthcoming and honest with each other, letting each other know how you view your communication. Identify the strengths of your communication, then talk about ways to make it better. Don't start with the negatives; emphasize the positives and build on them.

You and Team Member B may have different approaches to your communication. Make sure Team Member B understands what's important to you. Assert yourself! Tell Team Member B what you need. Don't keep issues to yourself. Address conflict openly with Team Member B. It'll pay off in the long run!

To improve your communication, you need to ask each other more questions and pay more attention to each other's feelings. Since you both like to take charge and get things done, you may experience clashes when you're working together. Make it a point to develop some rules for your communication, like taking the time to address conflicts early on.



Team Member B

Team Member A

Grid type:



How you relate to Team Member C

You both have similar scores for Expresser. You are outgoing and spontaneous. You like to say what's on your mind and enjoy brainstorming.

Your score for the Thinker dimension is in the mid-range, slightly higher than Team Member C. This means you are slightly more analytical and detail oriented than Team Member C.

You have a very high Harmonizer score, whereas Team Member C has a moderate Harmonizer score. This means you are likely to invest more attention in your communication than Team Member C. You are focused on making sure people's needs are met, moreso than Team Member C. You tend to avoid dealing directly with conflicts, preferring to smooth things over.

You both have relatively high scores for Director. This means you both like to be in charge and reach decisions quickly. You are both more focused on results than on details.

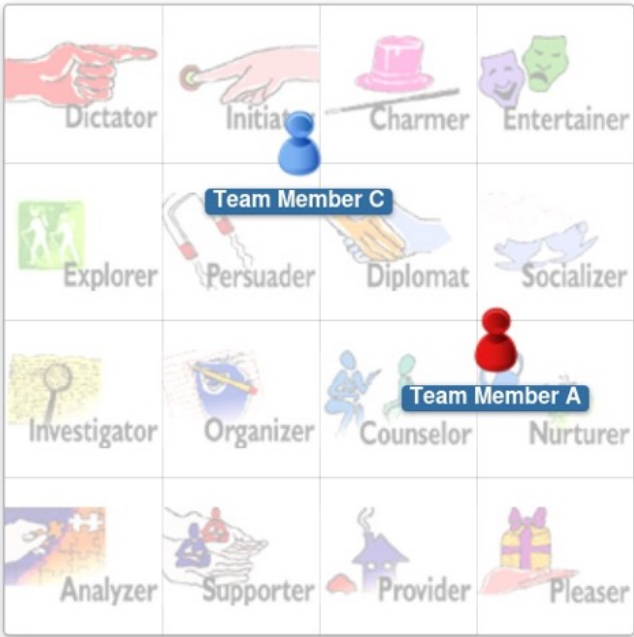
How to improve your communication with Team Member C

You both can't be the center of attention! Share the spotlight and focus on honing your listening skills. Both you and Team Member C need to focus on completing tasks on time.

You may both need to work on being more forthcoming and honest with each other, letting each other know how you view your communication. Identify the strengths of your communication, then talk about ways to make it better. Don't start with the negatives; emphasize the positives and build on them.

You and Team Member C may have different approaches to your communication. Make sure Team Member C understands what's important to you. Assert yourself! Tell Team Member C what you need. Don't keep issues to yourself. Address conflict openly with Team Member C. It'll pay off in the long run!

To improve your communication, you need to ask each other more questions and pay more attention to each other's feelings. Since you both like to take charge and get things done, you may experience clashes when you're working together. Make it a point to develop some rules for your communication, like taking the time to address conflicts early on.



Grid type:



How you relate to Team Member D

You have a higher Expresser score than Team Member D. You are more outgoing and like to speak your mind and engage in creative discussions.

Team Member D has a higher score in the Thinker dimension than you. This means Team Member D is more likely to think analytically about everything - including your communication. For people like Team Member D with relatively high Thinker scores, meeting deadlines takes a back seat to getting the problem solved accurately or the task done well.

You both have high Harmonizer scores, though yours is higher than Team Member D. This means you both focus on making sure other people feel happy and that their needs are met. You both tend to invest a lot of time and energy in your communication. You both may tend to avoid dealing directly with conflicts, preferring to smooth things over.

You have a higher score for Director than Team Member D. This means you like to be in charge more than Team Member D. You both tend to be decisive and results oriented, though you exhibit this trait more than Team Member D.

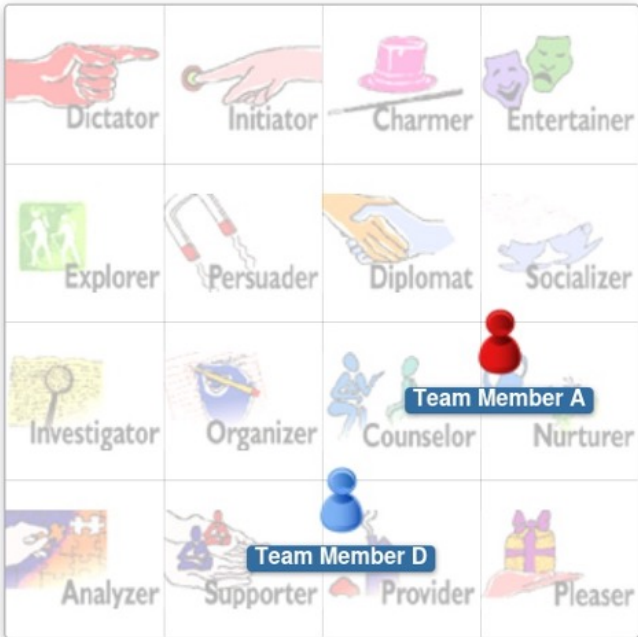
How to improve your communication with Team Member D

Remember to give Team Member D equal opportunity to talk. Ask lots of questions and listen carefully. When you're just thinking out loud, let people know. Otherwise they're likely to misinterpret your ideas for decisions.

Talk about what you really want from each other and how you can make each other's life easier; then brainstorm ways to make that happen. Be honest with each other while also being respectful; hiding conflicts won't help your communication in the long run.

You both need to make sure the other knows what you are thinking and feeling. Talk about the conflicts you are feeling at the first opportunity, rather than letting them linger. Though it will feel difficult at first, communicating directly about conflicts will make your communication much stronger in the long run.

To improve your communication, ask Team Member D what is important before asserting your point of view. Remember to ask questions before you jump to conclusions. Take the time to sit down with Team Member D and ask how things are going with your communication. Listen carefully. If Team Member D makes a suggestion, treat it seriously - don't be defensive.



Grid type:



How you relate to Team Member E

You have a slightly higher Expresser score than Team Member E. You are outgoing and like to speak your mind. You enjoy creative brainstorming. You are spontaneous.

Team Member E has a higher score in the Thinker dimension than you. This means Team Member E is more likely to think analytically about everything - including your communication. For people like Team Member E with relatively high Thinker scores, meeting deadlines takes a back seat to getting the problem solved accurately or the task done well.

You both have high Harmonizer scores, though yours is higher than Team Member E. This means you both focus on making sure other people feel happy and that their needs are met. You both tend to invest a lot of time and energy in your communication. You both may tend to avoid dealing directly with conflicts, preferring to smooth things over.

You both have relatively high scores for Director. This means you both like to be in charge and reach decisions quickly. You are both more focused on results than on details.

How to improve your communication with Team Member E

Remember to give Team Member E equal opportunity to talk. Ask questions and listen carefully. When you're just thinking out loud, let people know. Otherwise they're likely to misinterpret your ideas for decisions.

Talk about what you really want from each other and how you can make each other's life easier; then brainstorm ways to make that happen. Be honest with each other while also being respectful; hiding conflicts won't help your communication in the long run.

You both need to make sure the other knows what you are thinking and feeling. Talk about the conflicts you are feeling at the first opportunity, rather than letting them linger. Though it will feel difficult at first, communicating directly about conflicts will make your communication much stronger in the long run.

To improve your communication, you need to ask each other more questions and pay more attention to each other's feelings. Since you both like to take charge and get things done, you may experience clashes when you're working together. Make it a point to develop some rules for your communication, like taking the time to address conflicts early on.



Grid type:

