

# Straight Talk®

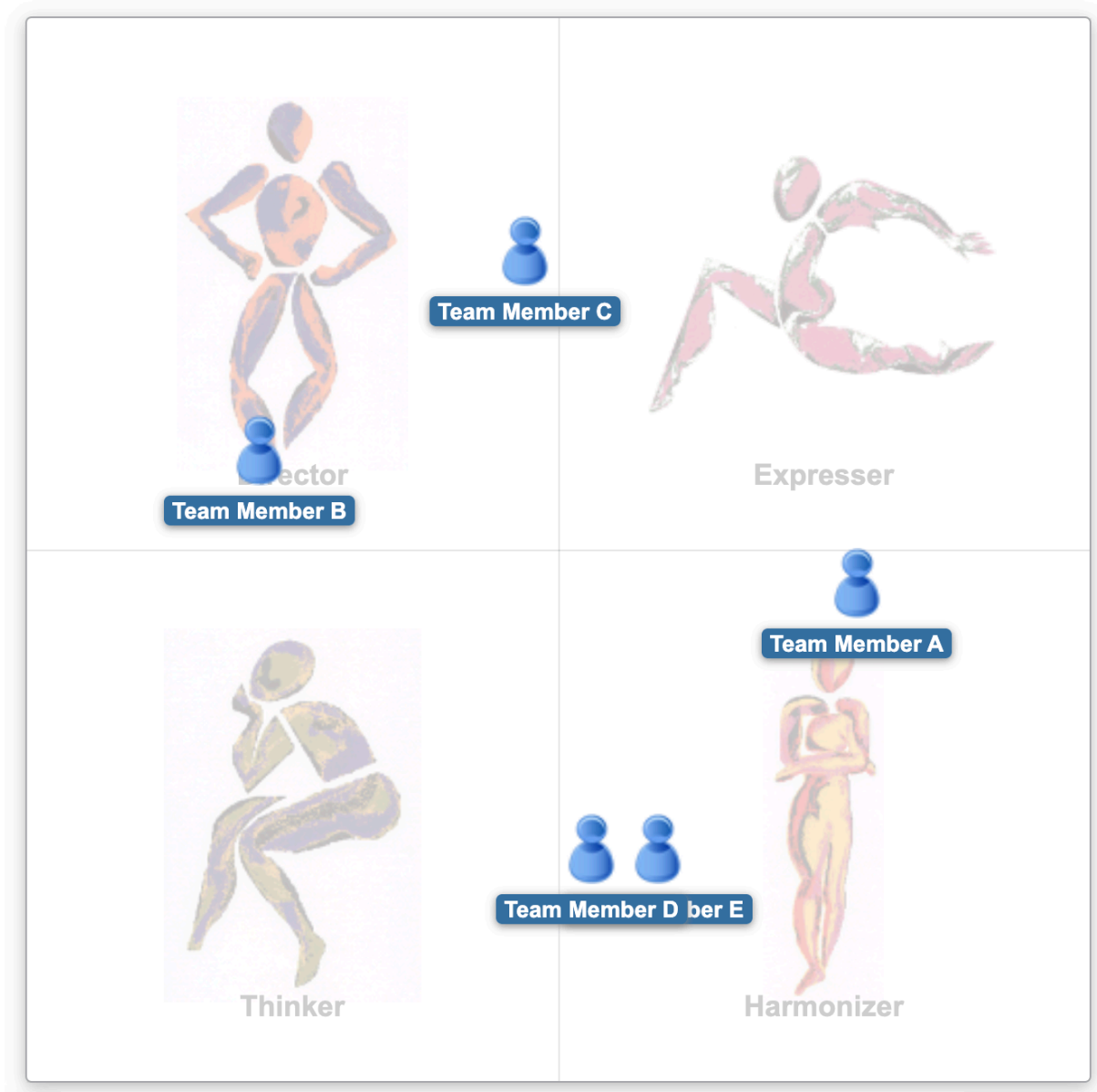
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## Team Profile

Team Name: Sample

# I. Primary Styles of Team Members

Team: Sample



**Primary Styles of Team Members**

<b>Director</b>	<b>Expresser</b>	<b>Thinker</b>	<b>Harmonizer</b>
Team Member B Team Member C			Team Member A Team Member D Team Member E

## Characteristics of Primary Styles

### Director

- Goal oriented
- Tells it like it is
- Makes decisions quickly
- Always on the go
- Speaks crisply
- May be insensitive, intimidating

### Expresser

- People oriented
- Animated, easily excited
- Makes expressive gestures
- Entertaining
- Thinks out loud
- Speaks rapidly
- May be imprecise

### Thinker

- Task oriented
- Makes lists
- Does things "by the book"
- Speaks deliberately
- Believes there's a right way and a wrong way
- May procrastinate

### Harmonizer

- Relationship oriented
  - Sensitive to others
  - Dedicated, loyal
  - Speaks softly
  - Avoids conflict
  - May over-commit
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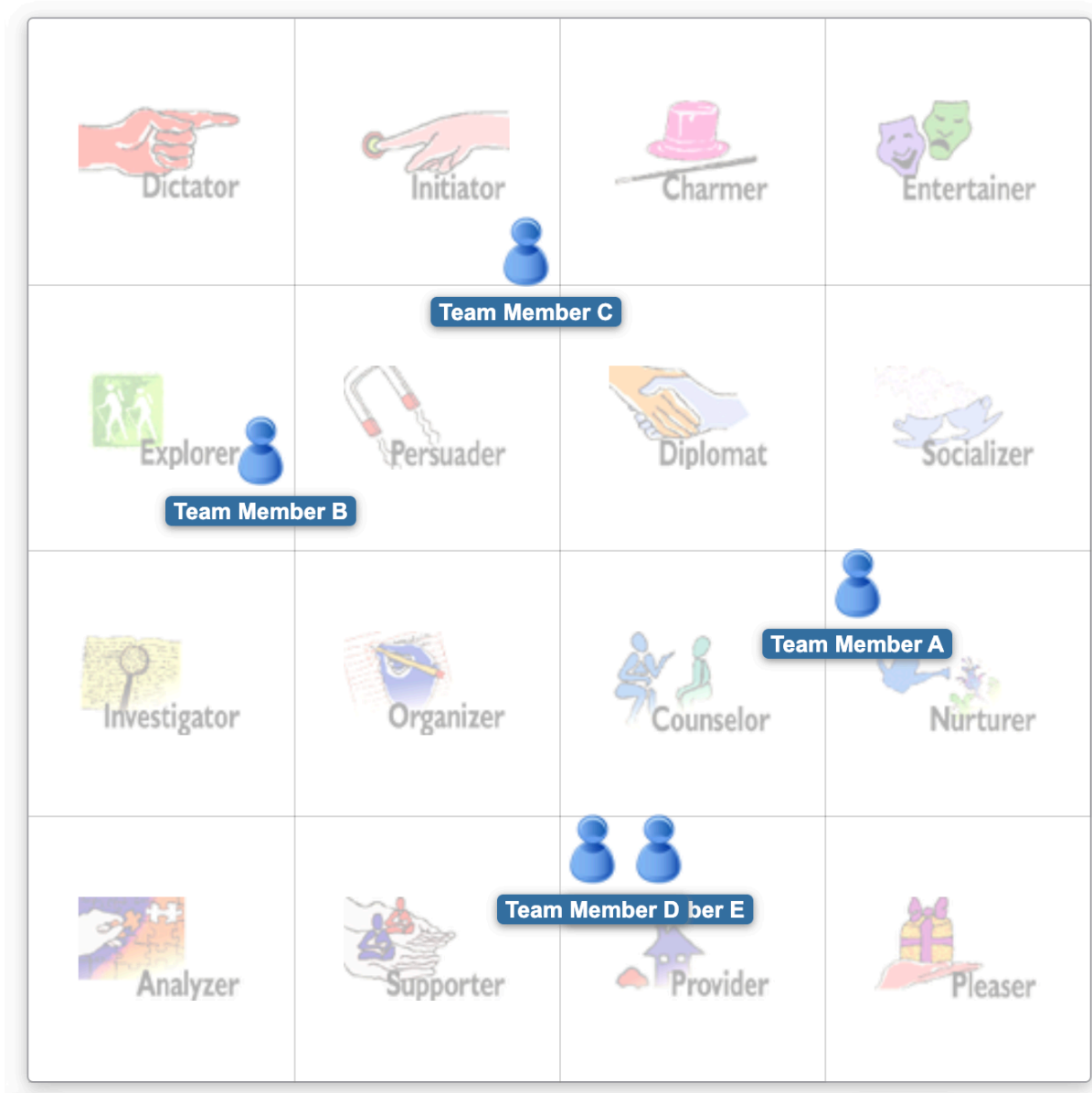
## II. Team Member Scores

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

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

### III. Specific Styles of Team Members

Team: Sample



## IV. 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. For this style to communicate more effectively:

- 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: 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.

For this style to communicate more effectively:

- 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: 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.

For this style to communicate more effectively:

- 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: 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.

For this style to communicate more effectively:

- 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.

For this style to communicate more effectively:

- 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: 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.

For this style to communicate more effectively:

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



**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.

For this style to communicate more effectively:

- 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: 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.

For this style to communicate more effectively:

- 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**  
**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. As such, they make good trouble-shooters. They may not be comfortable dealing with people's feelings or sensitive topics. For this style to communicate more effectively:

- 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: Expresser**  
**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.

For this style to communicate more effectively:

- 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: Thinker**  
**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.

For this style to communicate more effectively:

- 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: Harmonizer**  
**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.

For this style to communicate more effectively:

- 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.

For this style to communicate more effectively:

- Explain your reasons and motives to others.
- Be honest and clear about potential conflicts.
- Guard against using loyalty to motivate people.



**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.

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.



**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.

For this style to communicate more effectively:

- 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: 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.

For this style to communicate more effectively:

- 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.