

THE OBSERVER

Observers are precise, cautious and conscientious. You're an objective thinker, who can effectively combine intuitive information with facts. You are concerned with the "right" answer and may avoid making decisions, but you remain calm in a crisis. You tend not to trust strangers, and you worry about your reputation. You can read situations well, but some can see you as un-responsive, cool and un-caring.

INNER DRIVE: Doing things right, rejecting interpersonal aggression.

GOAL: Correctness, predictability, the need to perceive and understand.

JUDGES OTHERS BY: Mental functioning.

INFLUENCES OTHERS BY: Logical arguments, facts.

UNDER MODERATE PRESSURE BECOMES: Worried, bogged down.

FEARS: Ridicule, abrupt change



WOULD BE MORE EFFECTIVE WITH: More flexibility in decision-making, understanding of people, enthusiasm

REMIND YOURSELF

- Social interaction is needed for personal growth
- To question preconceptions you have about others
- Not always necessary to out-think others

IF A FRIEND, FAMILY MEMBER OR A COLLEAGUE IS AN OBSERVER

- Give them time to analyse thoughts and feelings
- Speak in a clear-cut way
- Understand that they may appear distant as they hate\ Being rushed.
If they appear irritated it's more likely to be at themselves for not getting their point over properly.

THE COORDINATOR

Coordinators are responsible and objective with high standards. You are careful and disciplined as well as diplomatic and sincere. Many see you as a critical thinker who may be quiet and reserved around strangers although you have a witty side. You tend to be private, surrounding yourself with similar people. You require reassurance and may become anxious if you feel people are taking advantage of you.

INNER DRIVE: Tends to avoid and reject interpersonal aggression

GOAL: Correctness and orderliness

JUDGES OTHERS BY: Cognitive and sensing abilities.

INFLUENCES OTHERS BY: Facts, logical arguments, systematic methodology

OVERUSES: Analysis and order

UNDER MODERATE PRESSURE BECOMES: Anxious and detail-seeking

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FEARS: Impulsive decisions, irrational act.

COULD BE MORE EFFECTIVE WITH: confidence, job clarification, sincere appreciation, a non-stressful environment, and a systematic manager

REMIND YOURSELF

- Trust your decisions and gut reactions
- Take more risks and lose the fear
- Nothing terrible is going to happen

IF A FRIEND, FAMILY MEMBER OR COLLEAGUE IS A COORDINATOR

- Be clear, paced and direct
- Listen to what they say
- Don't criticise them for being fearful
- Reassure them that they have something valuable to say

THE SUPPORTER

Supporters are friendly and considerate; always willing to help they call friends and often building close relationships. You like the familiar and can be slow to adapt to change. You sometimes need help meeting deadlines and can be stubborn and defiant if challenged when you're under pressure. You can see both sides of an argument and make a good mediator.

INNER DRIVE: Moderation and accommodation

GOAL"" Controlled environment

JUDGES OTHERS BY: Friendship, relating abilities

INFLUENCES OTHERS BY: Consistency and amiability

OVERUSES: Low risk-taking, resistance to change

UNDER MODERATE PRESSURE BECOMES: Slightly more adaptable to authority and peers (without really meaning it)



FEARS: Change, disorganisation, redundancy

WOULD BE MORE EFFECTIVE WITH: Better sharing of ideas; self-confidence based on affirming feedback

REMINDE YOURSELF

- Ask for what you want
- Live for your own goals, not those of others
- Set proper goals

IF A FRIEND, FAMILY MEMBER OR COLLEAGUE IS A SUPPORTER:

- Approach them gently – they don't like surprises
- Don't take advantage of their good nature
- Let them finish what they have to say, even if it means nothing to you
- Give them time to complete projects, but be prepared to gently push them

THE HELPER

They are warm, understanding and sociable. Ambitious for others and work well in teams. You make ideal counsellors, but your steady approach may lead other to think you're not proactive. However, you always encourage others and may take on too much on their behalf. You take criticism personally and find it difficult to be authoritative. You hate stress and fast-moving, unpredictable situations, preferring secure environments where you can work at your own pace.

INNER DRIVE: Understanding others

GOAL: Intimacy, low-pressure and service

JUDGES OTHERS BY: Loyalty, personality

INFLUENCES OTHERS BY: Offering services and advice

OVERUSES: Tolerance, personal relating

UNDER MODERATE PRESSURE: Soft, a little self-pitying, holds grudges

FEARS: Conflict, high pressure

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WOULD BE MORE EFFECTIVE WITH: Objective comment, refusing involvement, concentrated task orientation

REMIND YOURSELF

- **Your needs are equal to everyone else's**
- **Stand up for what you want**
- **You don't have to give support to benefit from it**

IF A FRIEND, FAMILY MEMBER OR COLLEAGUE IS A HELPER

- Show you appreciate them and listen to their problems
- Share some of life's little pleasures with them
- If you must criticise, do it gently
- Look them in the eye when you talk to them

THE INSPIRER

Outgoing, enthusiastic, seeking environments to develop and maintain contacts. You can create enthusiasm in others and develop friendships easily. It's rare for you to deliberately antagonise people. Verbally effusive and optimistic, you see the good in people and situations. Sometimes you misjudge the abilities of yourself and can appear inconsistent. However, you're not afraid to take risks, have many interests and talents and may find it hard to plan your time.

INNER DRIVE: Wishing to accept other, connecting with people

GOAL: popularity and approval

JUDGES OTHERS BY: Their articulation and empathy

INFLUENCES OTHERS BY: Praise and favours

OVERUSES: Optimism and flattery

FEARS: Loss of self worth and social acceptance

WOULD BE MORE EFFECTIVE WITH: Better time control, control of emotions, objectivity, follow-through on promises



REMIND YOURSELF

- Create more balance and moderation in life
- That what you have is enough
- To work longer and harder

IF A FRIEND, FAMILY MEMBER OR COLLEAGUE IS AN INSPIRER

- Offer friendship, affection and freedom
- Entertain them with stimulating conversation and laughter
- Don't be too dependent on them
- Don't try to change them

THE MOTIVATOR

Outgoing and optimistic. You recover quickly from setbacks and are a good decision-maker who can lead and motivate others. The respect of others is important to you. You enjoy work assignments that make you look good. However, you can be too optimistic about what you and others can achieve. Some see you as dynamic, but, to others, you can appear indiscreet and hasty. New opportunities are important to you.

INNER DRIVE: To show an enthusiastic and charismatic presence

GOAL: Position and big picture

JUDGES OTHERS BY: Prejudged standards of success

INFLUENCES OTHER BY: Optimism over projects, recognition and status

OVERUSES: Assertiveness and the "bigger picture"

UNDER MODERATE PRESSURE BECOMES: Easily bored, impatient and aggressive.

FEARS: Lack of responsibility and failure



WOULD BE MORE EFFECTIVE WITH: Better control and direction.
Understanding written procedures and written analysis.

REMIND YOURSELF

- Feelings are as important as accomplishments
- Take more time to relax
- Stop comparing yourself to others

IF A FRIEND, FAMILY MEMBER OR COLLEAGUE IS A MOTIVATOR

- Leave them to work alone
- Give them honest, but fair feedback without criticising
- Be positive
- Congratulate them on their achievements

THE DIRECTOR

Forceful, demanding and decisive. You are forward-looking and competitive. When solving problems, you are logical and incisive, and will often come up with the imaginative; You like authority and "important" assignments and will exert tremendous energy to make things happen. You may sometimes encounter difficulties with people as you can be seen as intimidating and critical.

INNER DRIVE: Organise the external world and competence

GOAL: Dominance, independence and change

JUDGES OTHERS BY: Their ability to get the task done

INFLUENCES OTHERS BY: force of character, persistence and drive

OVERUSES: Impatience, individualism, power

UNDER MODERATE PRESSURE BECOMES: Belligerent, over-logical, aggressive, defiant

FEARS: Being seen as too light-hearted. Loss of control

WOULD BE MORE EFFECTIVE WITH: Patience, people concern, acknowledgement that you could be wrong



REMIND YOURSELF

- It's ok to show your vulnerable side to people you trusts
- Good relationships are worth compromising for
- To consider alternative solutions

IF A FRIEND, FAMILY MEMBER OR COLLEAGUE IS A DIRECTOR

- Stand up for yourself. Be confident, strong and direct
- Don't gossip about them or betray their trust
- Remember they have a vulnerable side
- Don't mistake their assertiveness for a personal attack.

THE REFORMER

Creative and abstract thinkers who strive for results, but this is counterbalanced by your perfectionism. You're a fast thinker, but like to explore all possible solutions before deciding. You dislike being wrong and will canvas support for an idea long after the decision has been made. You are dedicated to everything you do, with high standards and ethics. You are sometimes blunt, and others may perceive you as reserved and cold.

INNER DRIVE: Deep thought and attention to the task

GOAL: Striving for excellence

JUDGES OTHER BY: Analytical capability and performance

INFLUENCES OTHERS BY: Efficiency and perfection

OVERUSES: High self-criticism and authority

UNDER MODERATE PRESSURE BECOMES: Overly critical, impatient and negative thinker

FEARS: Disorganisation and failure

WOULD BE MORE EFFECTIVE WITH: Greater tolerance and understanding of others' work codes.



REMIND YOURSELF

- It's alright to relax and laugh at yourself
- It's fine to make mistakes
- Not to take yourself too seriously or constantly demand perfection

IT A FRIEND, FAMILY MEMBER OR COLLEAGUE IS A REFORMER

- Help to share some of the responsibility
- Congratulate them on their achievements
- Help them to be less critical
- Encourage them to take themselves less seriously.

