communication grid

SUPPORTING
(relationship-oriented)

RELATER STYLE

- Slow at taking action and making decisions
- Likes close, personal relationships
- Dislikes interpersonal conflict
- Supports and "actively" listens to others
- Weak at goal setting and self direction
- Has excellent ability to gain support from others
- Works slowly and cohesively
- Good counseling skills

SOCIALIZER STYLE

- Spontaneous actions and decisions
- Like involvement
- Dislikes being alone
- Exaggerates and generalizes
- Tends to dream to get others caught up in his dreams
- Jumps from one activity to another
- Works quickly and excitedly with others
- Seeks esteem and acknowledgement
- Good persuasive

INDIRECT
(slow pace)

DIRECT
(fast pace)

THINKER STYLE

- Cautions actions and decisions
- Likes organization and structure
- Dislikes involvement
- Asks many questions about specific details
- Prefers objective, task-oriented, intellectual work environment
- Works to be right, so can be overly reliant on data collection
- Works slowly and precise alone
- Good problem solving skills

DIRECTOR STYLE

- Decisive actions and decisions
- Likes control dislikes inaction
- Prefers maximum freedom to manage himself and others
- Cool, independent and competitive
- Low tolerance for feelings, attitudes and advice of others
- Works quickly and impressively alone
- Good administrative skills

CONTROLLING
(task-oriented)