

NORTH

Assertive, active, decisive
Likes to determine course of events and be in control of professional relationships
Enjoys challenges presented by difficult situations and people
Thinks in terms of “bottom line”
Quick to act or decide; expresses urgency for others to take action
Perseveres, not stopped by hearing “no”, probes and presses to get at hidden resistances
Likes variety, novelty, new projects
Comfortable being in front
Values action-oriented phrases, “Do it now!”, “I’ll do it”, “What’s the bottom line?”



SOUTH

Understands how people need to receive information in order to act on it

Integrates others input in determining direction of what's happening

Value-driven regarding aspects of professional life

Uses professional relationships to accomplish tasks, interaction is a primary way of getting things done

Supportive to colleagues and peers

Willingness to trust others' statements at face value

Feeling-based, trusts own emotions and intuition, intuition regarded as "truth"

Receptive to other's ideas, builds on ideas, team player, noncompetitive

Able to focus on the present

Values words like "right" and "fair"



EAST

**Visionary who sees the big picture
Generative and creative thinker, able to think
outside the box**

**Very idea-oriented; focuses on future thought
Makes decisions by standing in the future
(insight/imagination)**

**Insight into mission and purpose
Looks for overarching themes, ideas**

*** Adept at and enjoys problem solving**

Likes to experiment, explore

Appreciates a lot of information

**Values words like “option,” “possibility,”
“imagine”**



WEST

- Understands what information is needed to assist in decision making
- Seen as practical, dependable and thorough in task situations
- Provides planning and resources, is helpful to others in these ways and comes through for the team
- Moves carefully and follows procedures and guidelines
- Uses data analysis and logic to make decisions
- Weighs all sides of an issue, balanced
- Introspective, self-analytical, critical thinker
- Skilled at finding fatal flaws in an idea or project
- Maximizes existing resources—gets the most out of what has been done in the past
- Values words like “objective” “analysis”

