## 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?"





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 task interaction is a primary way of getting things come

Supportive to colleagues and peers

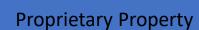
Willingness to trust others' statements at face value Feeling-based, trusts own emotions and intuition,

intuition regarded as "truth"

Receptive to other's ideas, builds on ideas, team player, noncompetitive Able to focus on the present

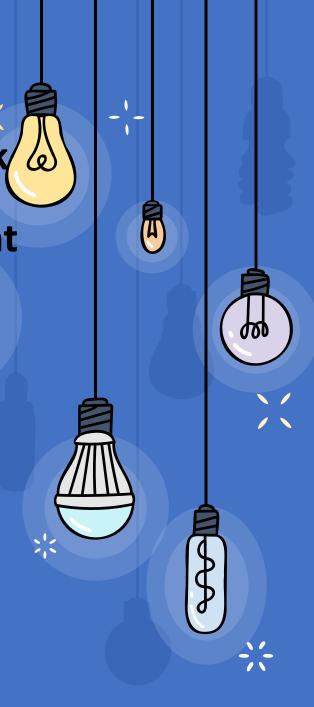
Values words like "right" and "fair"







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





 Provides planning and resources, is helpful to others in these ways and comes through for the team







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"



