

**STRENGTHS**

<p style="text-align: center;"><b>Thinkers</b></p> <ul style="list-style-type: none"> <li>• Are good at putting things in order.</li> <li>• Have a talent for analyzing a problem or situation</li> <li>• Make objective decisions based on logic</li> <li>• Tend to be brief and businesslike</li> <li>• Value accuracy and preciseness</li> <li>• Treat people fairly</li> <li>• Follow policies and rules</li> <li>• Are sought out for problem solving abilities</li> </ul>	<p style="text-align: center;"><b>Directors</b></p> <ul style="list-style-type: none"> <li>• Are resourceful, determined, practical and down-to-earth</li> <li>• Have a talent for getting things done</li> <li>• Make decisions quickly based on facts and past experience</li> <li>• Focus on actions, results and rewards</li> <li>• Like to get to the “bottom line” or “cut to the chase”</li> <li>• Enjoy the present moment</li> <li>• Work steadily with a realistic idea of how long it will take.</li> </ul>
<p style="text-align: center;"><b>Feelers</b></p> <ul style="list-style-type: none"> <li>• Are good at building rapport and communicating tactfully</li> <li>• Consider the impact on other people when making decisions</li> <li>• Have a talent for empathizing and creating harmony</li> <li>• Are naturally friendly and have a good sense of humor</li> <li>• Take an interest in the person behind the job</li> <li>• Treat each person</li> <li>• uniquely</li> </ul>	<p style="text-align: center;"><b>Visionary</b></p> <ul style="list-style-type: none"> <li>• Seem to see into the future and are good, long-range planners</li> <li>• Love to learn new skills</li> <li>• Have great imaginations</li> <li>• Focus on how things can be improved</li> <li>• Are able to identify creative solutions and fresh and novel approaches</li> </ul>

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## GROWTH AREAS

Thinkers	Feelers
<ul style="list-style-type: none"> <li>• Can be overly cautious or too slow</li> <li>• Might miss the forest for the trees</li> <li>• Can hurt other's feelings</li> <li>• Might not give enough positive feedback</li> <li>• Their knack for remembering policy, adhering to policy and attention to detail can cause a Feeler to think the Thinker is looking for things to criticize</li> </ul>	<ul style="list-style-type: none"> <li>• Overly personalize situations</li> <li>• Relationships can cloud judgment</li> <li>• Might overlook important details</li> <li>• Lack of planning can cause disorganization</li> <li>• May spend too much time socializing</li> <li>• Ask a feeler "how are you" and they will tell you more than you ever wanted to know.</li> </ul>
Directors	Visionary
<ul style="list-style-type: none"> <li>• Impulsive</li> <li>• Competitive</li> <li>• Aggressive</li> <li>• Impatient</li> <li>• Disregard long-term consequences of actions/decisions</li> <li>• Under stress may alienate others</li> <li>• May be poor listeners often interrupt</li> <li>• Might create 'messes' for others to 'clean up'</li> </ul>	<ul style="list-style-type: none"> <li>• Absent-minded" scattered</li> <li>• Long on vision, short on action</li> <li>• Avoid nitty-gritty, hates phone coverage</li> <li>• Hard to read</li> <li>• May come across as 'superior', arrogant, or condescending</li> <li>• May not follow-through on tasks</li> <li>• May procrastinate</li> </ul>

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