

**ON EACH LINE, READ THE 4 CHOICES, AND SELECT
(BY PLACING A CHECKMARK)
THE WORD OR PHRASE THAT IS MOST DESCRIPTIVE OF YOU.**

Detailed instructions at: www.richrelationshipsrefuge.com

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|--|---|---|--|
| 1. ☐ Like to analyze | ☐ Like to interact | ☐ Like to Decide | ☐ Like to Explore |
| 2. ☐ Objective | ☐ Emotional | ☐ Practical | ☐ Visionary |
| 3. ☐ Logical | ☐ Encouraging | ☐ To the Point | ☐ Creative |
| 4. ☐ Consistency | ☐ Spontaneity | ☐ Determination | ☐ Insight |
| 5. ☐ Order | ☐ Cooperation | ☐ Results | ☐ Concepts |
| 6. ☐ Value details | ☐ Bored with details | ☐ Value facts | ☐ Value ideas |
| 7. ☐ Controlled | ☐ Personable | ☐ Action-oriented | ☐ Dreamer |
| 8. ☐ Composed | ☐ Empathetic | ☐ Quick | ☐ Intellectual |
| 9. ☐ Cautious | ☐ Enthusiastic | ☐ Sensible | ☐ Original |
| 10. ☐ Formal | ☐ Informal | ☐ Motivating | ☐ Inspiring |
| 11. ☐ Detached | ☐ Sentimental | ☐ Impatient | ☐ Preoccupied |
| 12. ☐ Problem-solver | ☐ Supporter | ☐ Implementer | ☐ Developer |
| 13. ☐ Data | ☐ Feelings | ☐ Plain talk | ☐ Possibilities |
| 14. ☐ Critical | ☐ Moody | ☐ Driven | ☐ Distant |
| 15. ☐ Truth | ☐ Harmony | ☐ Reality | ☐ Change |
| 16. ☐ Precise | ☐ Tactful | ☐ Direct | ☐ Complex |
| 17. ☐ Value accurate time table | ☐ Value past events | ☐ Value present events | ☐ Value future achievements |
| #1 | #2 | #3 | #4 |

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STRENGTHS

Thinkers	Directors
• Are good at putting things in order. • Have a talent for analyzing a problem or situation • Make objective decisions based on logic • Tend to be brief and businesslike • Value accuracy and preciseness • Treat people fairly • Follow policies and rules • Are sought out for problem solving abilities	• Are resourceful, determined, practical and down-to-earth • Have a talent for getting things done • Make decisions quickly based on facts and past experience • Focus on actions, results and rewards • Like to get to the “bottom line” or “cut to the chase” • Enjoy the present moment • Work steadily with a realistic idea of how long it will take.
Feelers	Visionary
• Are good at building rapport and communicating tactfully • Consider the impact on other people when making decisions • Have a talent for empathizing and creating harmony • Are naturally friendly and have a good sense of humor • Take an interest in the person behind the job • Treat each person • uniquely	• Seem to see into the future and are good, long-range planners • Love to learn new skills • Have great imaginations • Focus on how things can be improved • Are able to identify creative solutions and fresh and novel approaches

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GROWTH AREAS

Thinkers

- Can be overly cautious or too slow
- Might miss the forest for the trees
- Can hurt other's feelings
- Might not give enough positive feedback
- 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

Feelers

- Overly personalize situations
- Relationships can cloud judgment
- Might overlook important details
- Lack of planning can cause disorganization
- May spend too much time socializing
- Ask a feeler "how are you" and they will tell you more than you ever wanted to know.

Directors

- Impulsive
- Competitive
- Aggressive
- Impatient
- Disregard long-term consequences of actions/decisions
- Under stress may alienate others
- May be poor listeners often interrupt
- Might create 'messes' for others to 'clean up'

Visionary

- Absent-minded" scattered
- Long on vision, short on action
- Avoid nitty-gritty, hates phone coverage
- Hard to read
- May come across as 'superior', arrogant, or condescending
- May not follow-through on tasks
- May procrastinate

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