



Working Together

D → D

- If you share the same goals and direction, you will likely work well together.
- You are both results driven.
- There may be a power struggle over control.
- Since you both want to “win,” neither will want to give up or give in.
- Have clearly defined areas of responsibility.
- Make sure your goals and direction are agreeable to both parties.

D → I

- You are both fast-paced.
- You both are innovative and excited about the “new.”
- You are task-oriented and they are people-oriented.
- The ability to stay focused on the task at hand may be a challenge for I-types.
- Long-term tasks need to be broken down into short-term ones if you want to keep the I-type engaged.
- Keep feedback as positive as possible. “Sandwich” negative feedback between two positives.

D → S

- You like to lead and the S-type likes to follow.
- He/she will help put feet to your ideas.
- You are fast-paced and he/she is slower-paced.
- You like change; he/she may be resistant to it.
- Watch your tone when communicating with the S-type. If you are harsh, he/she is likely to disengage.
- Be explicit with your instructions on how you want something done.

D → C

- You are both task-oriented.
 - Your direction and the C’s attention to detail can work together to accomplish much.
 - You are quick to action; the C needs time to think things through first.
 - You want things done “now” and the C wants things done “right.”
 - Be prepared to answer their questions. They often think of things you don’t.
 - Give them time to think before requiring an answer.
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Working Together

I → D

- You both are confident and activity-driven.
- You both tend to be positive.
- May struggle over whose ideas to pursue.
- Your focus on relationships may conflict with the D's focus on task completion.
- Have clearly defined boundaries.
- To gain the D's respect, do what you say you are going to do.

I → I

- You are both fast-paced.
- You both like to have fun and are generally easygoing.
- You may have a tendency to talk too much and not get as much accomplished.
- You are both easily distracted. (Squirrel!)
- Turn talk into action.
- Develop an action and accountability plan to stay focused.

I → S

- You both are relationship driven.
- You each have a pleasant and agreeable disposition.
- You are fast-paced and the S is slower-paced.
- You tend to be outgoing and loud and he/she tends to be more reserved and quiet.
- Tone down your enthusiasm so as not to intimidate them.
- Whenever possible, give them plenty of time to adjust to change.

I → C

- You are a good balance for each other.
 - You can learn a lot from each other.
 - Your pace and priorities differ greatly.
 - You process outwardly while the C processes internally.
 - Don't misunderstand a C's silence as meaning he/she doesn't like you. It isn't personal.
 - Allow him/her time to do quality work.
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Working Together

S → D

- You like to follow and the D likes to lead.
- You are a good support to this type of leader.
- His/her need for instant action may exhaust you since you like to do things slower.
- His/her focus on task and yours on people may also be a bone of contention.
- You will need to have strongly held boundaries in order not to feel run over.
- Be decisive and stick to your decisions.

S → I

- You are both people-focused.
- You both like a friendly, upbeat environment.
- He/she likes to talk and you like to listen, but this may impede tasks being done in a timely fashion.
- Pace difference may be an issue as you like things to be calm and peaceful, while the I-type likes to move quickly from one activity to another.
- Do not enable irresponsibility by doing too much for them.
- Here, too, you will need to keep your boundaries firmly in place.

S → S

- You both are easygoing and pleasant.
- Your pace will be pleasing to you both.
- Because you are both so accommodating, it may be hard to make decisions.
- You both tend to talk indirectly.
- One of you must be willing to take the lead.
- Initiate more and be more decisive.

S → C

- Your quiet and reserved natures will be appealing to each other.
 - Your pace is similar.
 - You both tend to be silent and uncommunicative.
 - You tend to need positive reinforcement while the C tends to communicate things that are wrong or not correct.
 - Since you are both internal processors, you must work at communicating.
 - Don't mistake his/her need to work alone as rejection.
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Working Together

C → D

- You are both task-oriented.
- You are good at putting a plan and procedure in place for the D's ideas.
- The D's desire for fast action may frustrate your desire to proceed with caution.
- The D just wants to get things done; you want to get them done correctly.
- Resist the temptation to argue. It becomes a challenge for the D and he/she thrives on challenge!
- Be careful not to "nitpick" as it will be demotivating to the D.

C → I

- Your styles complement each other.
- You are a good balance for each other.
- Your need for caution and their need for spontaneity may cause conflict.
- I-types prefer to talk things out while you prefer to think things through.
- Do not expect the same attention to detail as you have.
- Learn to smile!

C → S

- You both are comfortable with silence.
- You both dislike chaos and noisy conflict.
- You may be frustrated that he/she does not think things through in the same way you do.
- While you tend to think in plans and details, he/she tends to think in terms of people.
- Balance your tendency toward tasks with his/her need for relationship.
- Be careful of your tone so as not to sound condescending.

C → C

- You both enjoy working hard on projects and tasks.
 - You both focus on details.
 - You may each have a different view on the "right" way to accomplish a task.
 - You can both quickly shut down when things aren't going your way.
 - Be willing to compromise if he/she has a different suggested way of doing something.
 - Resist the temptation to withdraw. Communication is the key to successful relationships.
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