**Hands-On Spontaneous**
- Courageous, exploratory, playful
- Seeks action and adventure
- Craves variety and enjoys improvising

**Theoretical Subjective**
- Considerate, cooperative, encouraging
- Seeks harmony and personal connection
- Prefers to make decisions that feel good

**Theoretical Objective**
- Curious, logical, self-sufficient
- Seeks clarity and knowledge
- Prefers to make calculated decisions

**Hands-On Planned**
- Organized, prepared, dependable
- Seeks order and fairness
- Craves consistency and things in their place
Thinkers Value Competency

What are the implications?
Is it an optimal solution?
Have we explored every angle?
Are you sure?
Does it make sense?

Planners Value Responsibility

Do we have a clear plan?
Is it the right thing to do?
Will everyone play their part?
What are the rules?
Where does this belong?

Movers Value Freedom

How can I make the greatest impact?
Is it entertaining?
Does it speed things up?
Is it tangible?
What are my options?

Connectors Value Relationships

Is it collaborative?
Do we have a common goal?
Will it build rapport?
Who will be affected?
How can I help?