



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

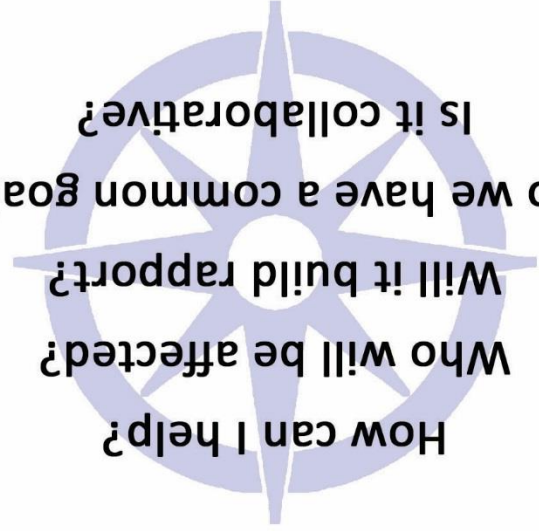
Curious, logical, self-sufficient
Seeks clarity and knowledge
Prefers to make calculated decisions



Hands-On Planned

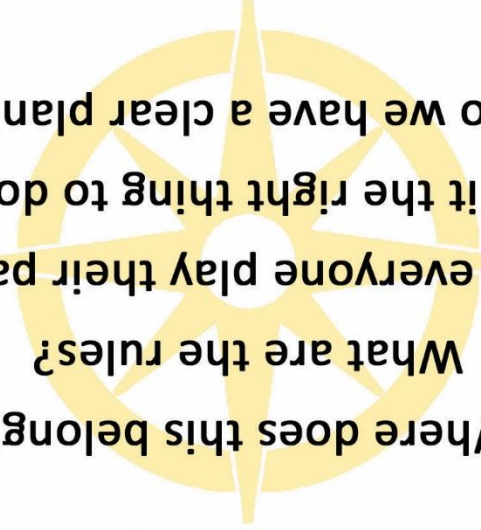
Organized, prepared, dependable
Seeks order and fairness
Craves consistency and things in their place

Connectors Value Relationship



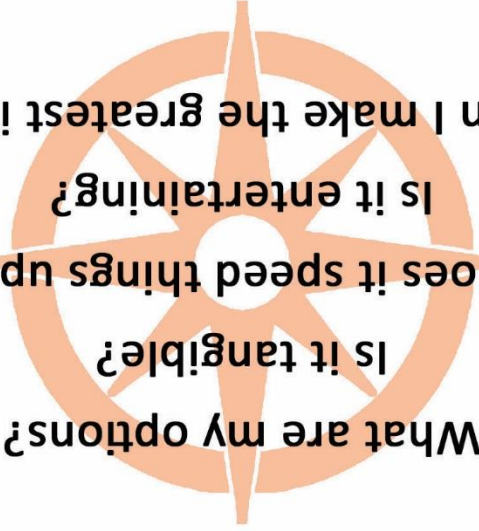
How can I help?
Who will be affected?
Will it build rapport?
Do we have a common goal?
Is it collaborative?

Planners Value Responsibility



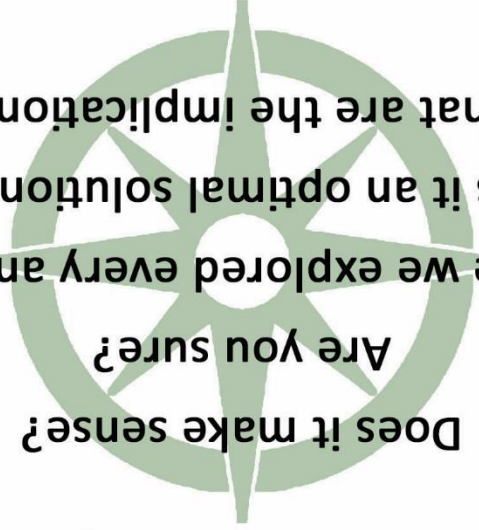
Where does this belong?
What are the rules?
Will everyone play their part?
Is it the right thing to do?
Do we have a clear plan?

Movers Value Freedom



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

Thinkers Value Competency



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