

EMERGENETICS BEHAVIORAL ATTRIBUTES

Expressiveness

1/3 ←————→ 3/3

Burning Question
Do I have to talk?

Burning Question
Will I have enough opportunities to speak?

CHARACTERISTICS

Quiet	Outgoing
Calm	Lively
Introverted	Extroverted
Reserved	Gregarious
Private	Demonstrative

MANAGEMENT/LEARNING APPROACH

One on one	Group dialogue
Works alone	Talk through it
Quiet atmosphere	Energizing atmosphere

MAY OVERLOOK

Others' desire to know	Others' input/ needs
The importance of their contribution	Nonverbal clues

COMMUNICATION TIPS

Think before speaking	Speak up
Use fewer gestures and words	Gesticulate
Allow silence; feel free to leave them alone	Constant conversation with more than one person at a time okay
Be understated	Exaggerating okay

Assertiveness

1/3 ←————→ 3/3

Burning Question
How can we all make this work?

Burning Question
How can I get us there first?

CHARACTERISTICS

Peacekeeper	Determined
Accepting	Telling
Amiable	Forceful
Deliberate	Driving
Compliant	Aggressive

MANAGEMENT/LEARNING APPROACH

Peaceful environment	Fast pace
Negotiated resolution	Take action
Gentle pace	Competitive environment

MAY OVERLOOK

The need to move quickly	Nuances from others
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COMMUNICATION TIPS

Keep your actions at a steady pace	Fast-paced actions okay
Be conciliatory	Confrontation and lively debate okay
Ask for their opinion	Promote your opinion
Keep in mind they will appear polite no matter what they are thinking	What you see is what you get

Flexibility

1/3 ←————→ 3/3

Burning Question
Will I be forced to change? Can I stay the course I've set?

Burning Question
Will I be able to change easily?

CHARACTERISTICS

Focused	Sees many options
Firm	Easy going
Strong opinions	Affable
Impatient with change	Changeable
Decides easily	Accommodating

MANAGEMENT/LEARNING APPROACH

Quickly decides	Weights options
Stays focused	Changes easily

MAY OVERLOOK

Viable options	Deadlines
Change opportunities	Others' need for stability

COMMUNICATION TIPS

Do it their way	Do it anyway
Stay the course	Give them options
Suggest fewer changes	Changes and revisions are okay
Make a decision now	Punt the decision until later