



Name - ENTJ

INSTRUCTIONS: As you can see below, there are 7 sections. In each section, the goal is to have 3 characteristics that best describe you. In some sections, like "Strategies For Working Successfully With Me," there are more than 3 characteristics typical of your personality type. With sections such as "Frustrations Others Have With Me," there are less than 3 characteristics. Please add, alter, or omit characteristics to get to 3 items per section that are most true of you. Remember that this document will be shared with your team. If everyone is real, your team will move to the next level. Once you are done please let the person who sent this to you so they can review it. Thanks!

Strategies For Working Successfully With Me:

- ☐ Talk about the "big picture" and its implications
- ☐ Recognize it is natural when the conversation or meeting takes a turn from the original agenda
- ☐ Talk about and brainstorm possibilities and alternatives
- ☐ Use analogies and metaphors
- ☐ Avoid arguing about specifics
- ☐ Don't overwhelm me with the details
- ☐ Be organized and logical
- ☐ Create frameworks and decision-making criteria
- ☐ Draw attention to cause-and-effect relationships
- ☐ Supply data to support decisions
- ☐ Ask what I "think", not how I "feel"
- ☐ Appeal to my sense of fairness
- ☐ Don't repeat yourself

What Energizes and Motivates Me:

- ☐ Work itself
- ☐ Opportunities to lead and direct
- ☐ Predictability
- ☐ Closure on tasks and projects
- ☐ Logical procedures and behaviors

☐ Achieving in well-defined, structured environments

Frustrations Others Have With Me:

☐ "Stop trying to manage us!" I can sometimes get a bit bossy.

Pitfalls I Am Working On:

- ☐ Over-structuring or controlling people or processes
- ☐ Being overly confident
- ☐ Acting impatiently
- ☐ Ignoring emotional or other human needs

What Stresses Me:

- ☐ Lack of control over time and tasks
- ☐ Changing procedures and poorly defined criteria
- ☐ Disorganized environments
- ☐ Frequent interruptions
- ☐ Illogical behavior
- ☐ Incompetence (my own and others')

Signs I Am Experiencing Chronic Stress:

- ☐ I become arrogant
- ☐ I become hypersensitive
- ☐ I express outbursts of emotions, or I seem to easily lose control
- ☐ I become inflexible, unwilling to consider alternatives
- ☐ I withdraw and avoid others
- ☐ I have a conviction others dislike me

How I Prefer to Manage Conflict and Receive Feedback:

- ☐ Be straightforward and blunt with me; tell me what you want and why you want it
- ☐ Come with data, not emotional pressure (e.g. crying, personal attacks, "always/never" statements, etc.)
- ☐ Tell me what you think is the root cause of the problem, and ask me for what I think is the root cause of the problem
- ☐ Don't take counter-arguments personally; I am trying to find the best solution, not shut you down