

**GAHSA/SCANPHA DON WORKSHOP
INDIVIDUAL STYLES OF TEAM MEMBERS**

FACTORS	EXPRESSER	DRIVER	RELATER	ANALYTICAL
How to Recognize:	They get excited.	They like their own way; decisive & strong viewpoints.	They like positive attention, to be helpful & to be regarded warmly.	They seek a lot of data, ask many questions, behave methodically & systematically.
Tends to Ask:	Who? (the personal dominant question)	What (the results oriented person)	Why? (the personal non-goal question)	How? (the technical analytical question)
What They Dislike:	Boring explanations/wasting time with too many facts.	Someone wasting their time trying to decide for them.	Rejection, treated impersonally, uncaring & unfeeling attitudes.	Making an error, being unprepared, spontaneity.
Reacts to Pressure and Tension By:	“Selling” their ideas or argumentative.	Taking charge, taking more control.	Becoming silent, withdraws, introspective.	Seeking more data and information.
Best way to Deal With:	Get excited with them. Show emotion.	Let them be in charge.	Be supportive; show you care.	Provide lots of data and information.
Like to Be Measured By:	Applause, feedback, recognition.	Results, goal-oriented	Friends, close relationships	Activity & busyness that leads to results
Must be Allowed to:	Get ahead quickly. Likes challenges	Get into a competitive situation. Likes to win.	Relax, feel, care, know you care.	Make decisions at own pace, not cornered or pressured.
Will Improve With:	Recognition & some structure with which to reach the goal	A position that required cooperation with others.	A structure of goals & methods for achieving each goal.	Interpersonal and communication skills.
Likes to Save:	Effort they rely heavily on hunches, intuition, feelings.	Time. They like to be efficient, get things done now.	Relationships. Friendship means a lot to them.	Face. They hate to make an error, be wrong or get caught without enough info.
For Best Results:	Inspire them to bigger, better accomplishments.	Allow them freedom to do things their own way.	Care & provide detail, specific plans & activities to be accomplished.	Structure a framework or “track” to follow.