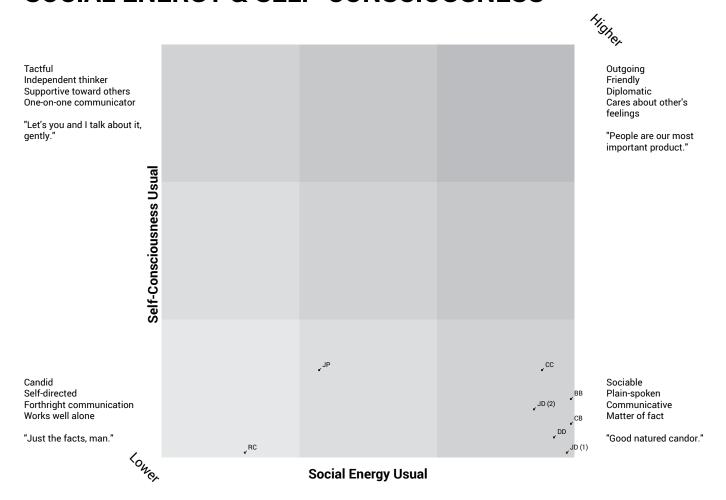


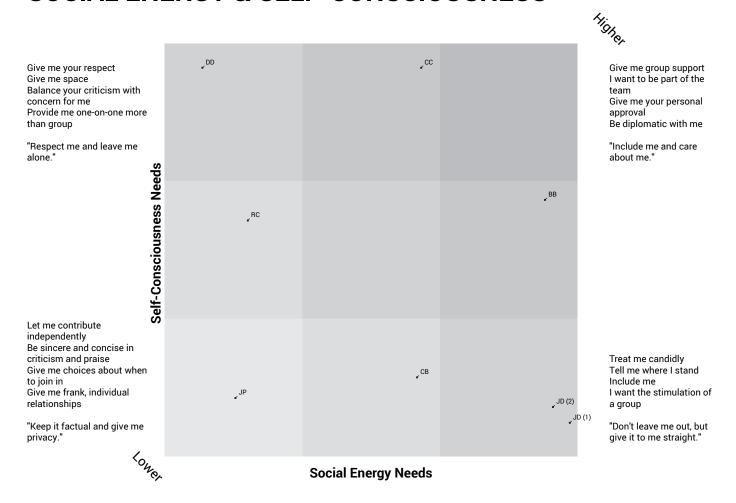
### **SOCIAL ENERGY & SELF-CONSCIOUSNESS**



#### **GROUP REPORT**



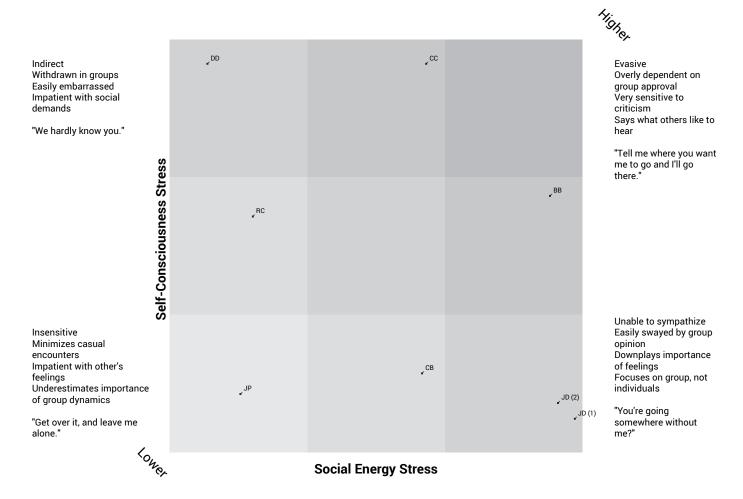
### **SOCIAL ENERGY & SELF-CONSCIOUSNESS**



#### **GROUP REPORT**



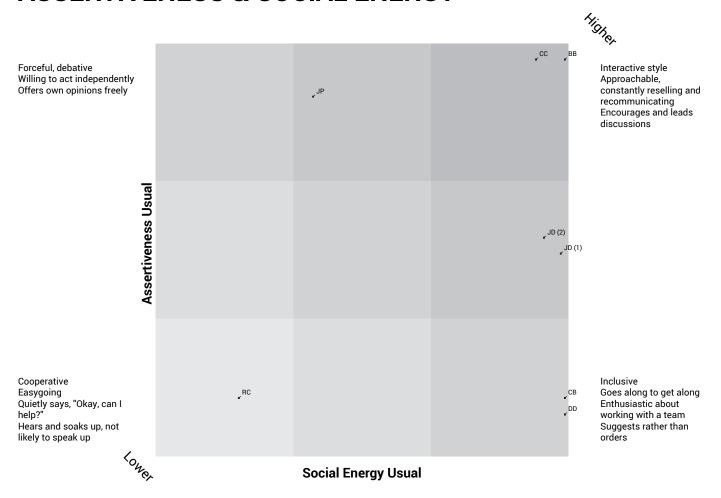
### **SOCIAL ENERGY & SELF-CONSCIOUSNESS**



#### **GROUP REPORT**



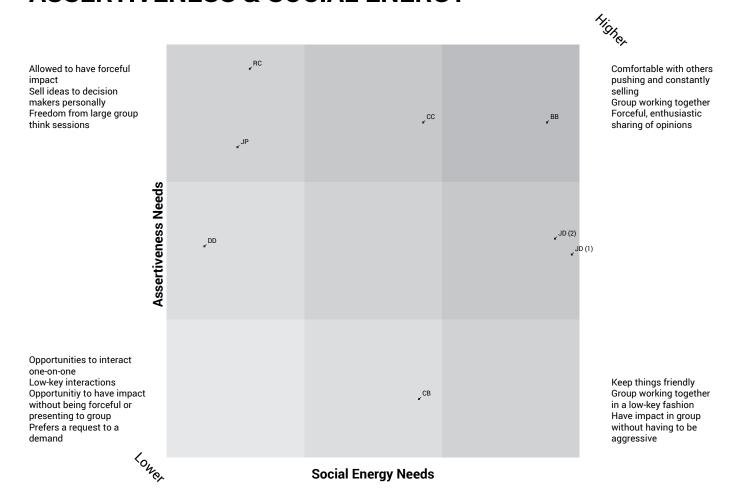
### **ASSERTIVENESS & SOCIAL ENERGY**



#### **GROUP REPORT**



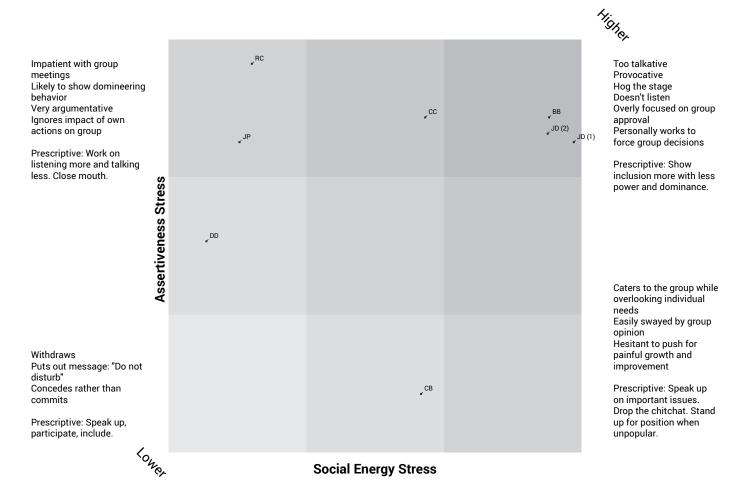
### **ASSERTIVENESS & SOCIAL ENERGY**



#### **GROUP REPORT**



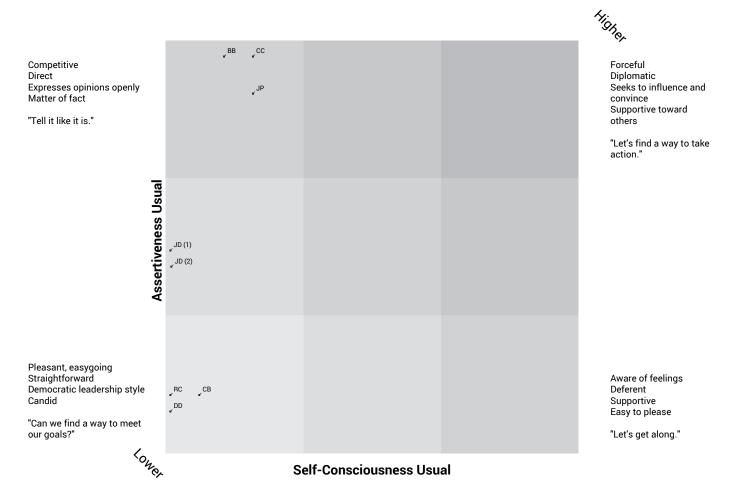
### **ASSERTIVENESS & SOCIAL ENERGY**



#### **GROUP REPORT**



### **ASSERTIVENESS & SELF-CONSCIOUSNESS**



#### **GROUP REPORT**



### **ASSERTIVENESS & SELF-CONSCIOUSNESS**

Opportunities to discuss and debate Strictly enforced authority Frank relationships BB CC "Let's be clear about how we work together." **Assertiveness Needs** DD JD (1) JD (2) Factual praise Agreeable relationships Candor from colleagues Autonomy CB "Give me room to roam, but tell me when I am going over the line.' Coner **Self-Consciousness Needs** 

Higher

Strong and direct supervision Genuine appreciation Opportunity to direct others Respect of titles and status symbols

"Compassionate chain of command."

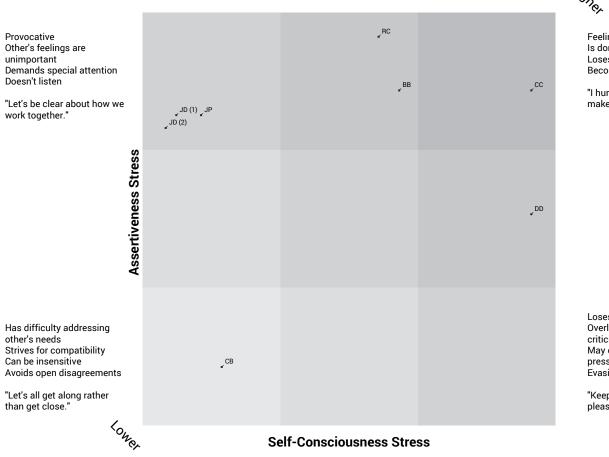
Opportunities to express views and feelings Genuine praise balancing criticism One-on-one explanations and discussions Clearly defined authority

"Give me a chance to know that I count."

#### **GROUP REPORT**



### **ASSERTIVENESS & SELF-CONSCIOUSNESS**



# Higher

Feelings are easily hurt Is domineering Loses self-confidence Becomes ineffective

"I hurt and I am going to make you hurt."

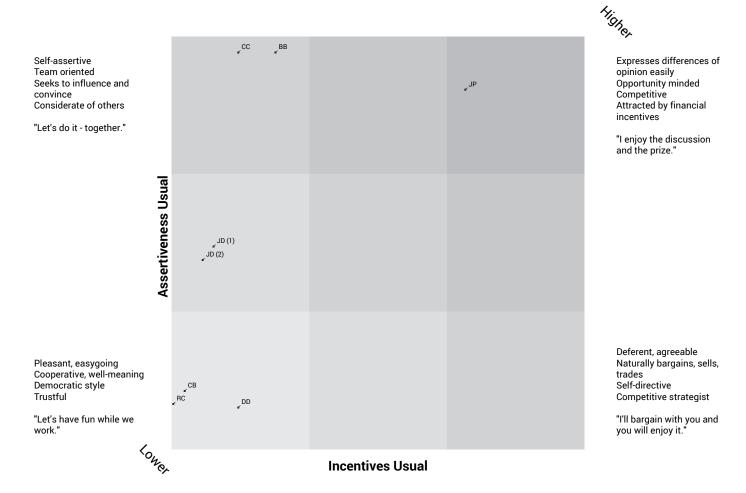
Loses self-assertiveness Overly sensitive to criticism May concede under pressure Evasive with others

"Keep me out of this, please!"

#### **GROUP REPORT**



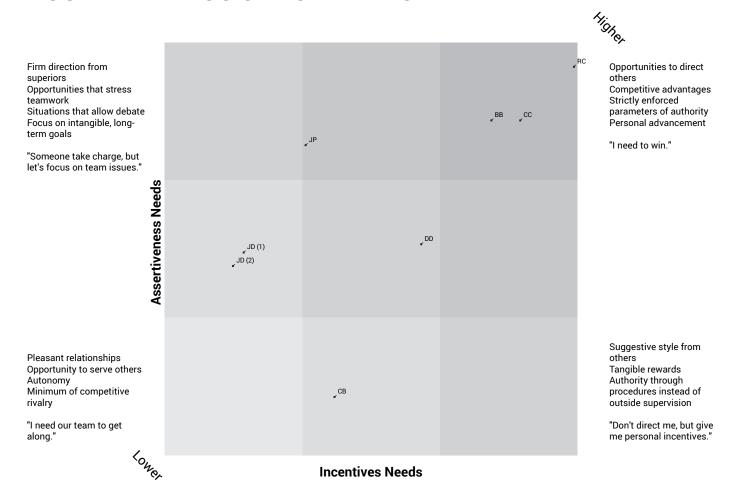
### **ASSERTIVENESS & INCENTIVES**



#### **GROUP REPORT**



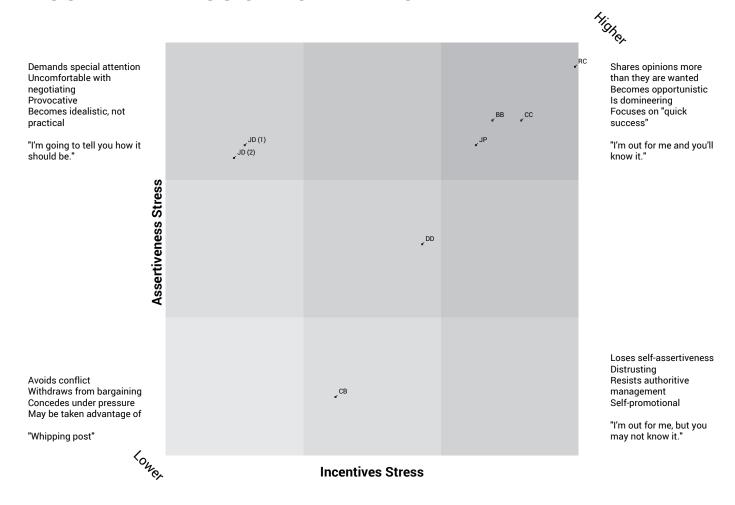
### **ASSERTIVENESS & INCENTIVES**



#### **GROUP REPORT**



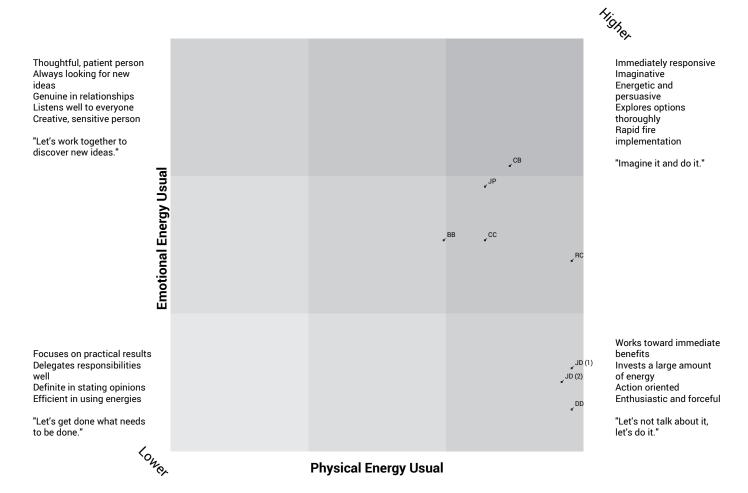
### **ASSERTIVENESS & INCENTIVES**



#### **GROUP REPORT**



### **EMOTIONAL ENERGY & PHYSICAL ENERGY**



#### **GROUP REPORT**

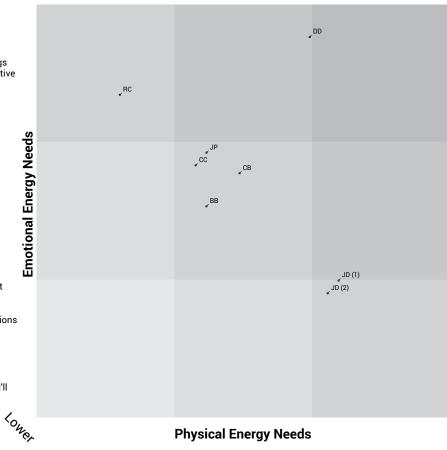


### **EMOTIONAL ENERGY & PHYSICAL ENERGY**

Outlets for subjective feelings Time to think about relationships and feelings Opportunities to be creative Ability to set own pace "March to my own

drummer."

**Emotional Energy Needs** An environment for quiet reflection Concrete, specific, understandable instructions Modest demands upon personal energy Detached, practical supervision "With a good road map, I'll get to my destination."



Activities that challenge the imagination Opportunities for physical activity Non-material benefits and rewards Varied activities

"Variety is the spice of

Competitive work leading to practical results Tangible benefits Social outlets for energy Logical solutions to problems

"Play by the rules and play to win."

#### **GROUP REPORT**



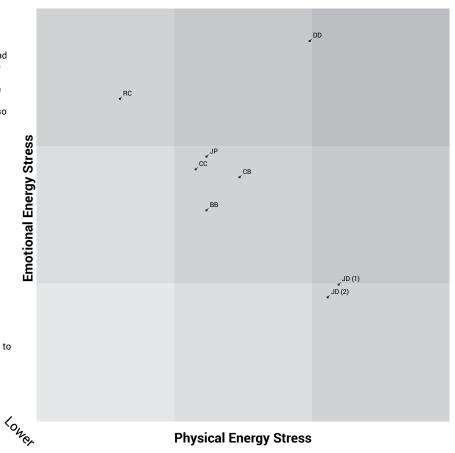
### **EMOTIONAL ENERGY & PHYSICAL ENERGY**

Sees difficulties in a situation Reluctant to change mind Bases decisions in large measure upon feelings Delays necessary action

"This doesn't feel right, so I'm not going to do anything."

Replaces action with thought Suppresses feelings Becomes concrete and minimizes problems Becomes indecisive due to reflection

"It's not that big of a problem, so let's not do anything."



Feels very discouraged at times Has difficulty delegating Magnifies problems and personal setbacks Acts without thinking

"This doesn't feel right, so I'll just do something."

Undue emphasis on immediate results Impatient, edgy when pressured Insensitive to other's feelings and problems Busy for the sake of being busy

"Something needs to be done and I'm going to do

#### **GROUP REPORT**