

DIRECTOR

Motivated by power and control
You'll hear them as they go racing by



FOLD

CHARACTERISTICS	CONVERSATIONAL STYLE
Wants immediate results from others	Direct to the point speech
Comfortable taking the lead	Talks and think quickly
Likes to win and achieve	Talks about actions and goals
Likes to test the limits	Black and white discussions
Works well under pressure	Too busy for social chit chat
Welcomes challenge and change	Strong, often loud voice
Excellent multi-taskers	Poor listening skills

DIRECTORS DISLIKE

- Failure
- Not being in control

DIRECTORS AVOID

- Dealing with the emotions of others
- Sitting and relaxing

WORDS TO DESCRIBE DIRECTORS

- Decisive
- Competitive
- Independent
- Impatient
- Logical
- Opinionated



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DIRECTOR

Enhancement Tips

DIRECTOR IS YOUR FIRST CARD

- Listen more to others
- Be more empathetic
- Take time out, relax more
- Admit your mistakes
- Learn to be more patient
- Accept some rules are needed
- Learn to compromise, others have views too

DIRECTOR IS YOUR FOURTH CARD

- Set yourself some goals with time deadlines
- Take action to achieve what you want
- Start making decisions
- Get to the point in your discussions
- Take the lead more

TOP TIPS FOR SUCCESSFUL CONVERSATIONS

1. Know your conversation style
2. Identify the conversation style of the person you are talking to
3. Adapt your conversational style to suit theirs



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CUT

CUT

ENTHUSIAST

Motivated by recognition
And having fun!



FOLD

CHARACTERISTICS	CONVERSATIONAL STYLE
Loves social gatherings	Very animated and emotional
Loves being the centre of attention	Uses their hands a lot
Loves new things	Talks quickly and loudly
Good ambassador	Talks about relationships/emotions
Natural democratic leader	Loves social chit chat
Lateral thinkers	Smiles a lot
Natural entertainers	Finds facts and figures dull

ENTHUSIASTS DISLIKE

- Routines and rules
- Criticism of themselves
- Rejection

ENTHUSIASTS AVOID

- The detail
- Paper work

WORDS TO DESCRIBE ENTHUSIASTS

- Fun loving
- Optimistic
- Popular
- Impulsive
- Creative
- Up beat



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ENTHUSIAST

Enhancement Tips

ENTHUSIAST IS YOUR FIRST CARD

- Learn to be more organised
- Be on time for others
- Talk less and listen more
- "Fun" isn't always the solution
- Overcome the need to be liked and liberate yourself
- Sometimes talking softly can have greater impact
- Share the limelight with others

ENTHUSIAST IS YOUR FOURTH CARD

- Fun is a good thing, put more in your life
- Try and be more expressive
- Make more effort to talk to others
- Smile more, it is infectious
- Speak up so we can hear you

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MINDER

Motivated by security
They won't say anything to
rock the boat



CHARACTERISTICS	CONVERSATIONAL STYLE
Loyal to family and work	Speaks softly
Relationship oriented	Speaks at a slower pace
Very good listener and counsellor	Empathetic and friendly
Likes being at home	Gives sincere appreciation
Cares for children, animals and plants	Likes warm introductions
Enjoys tradition, peace and harmony	Talks about emotion/relationships
Struggles saying "no" to others	Makes good eye contact

MINDERS DISLIKE

- Insecurity
- Change
- Critical feed back
- Domineering people

MINDERS AVOID

- Conflict and arguments
- Making decisions

WORDS TO DESCRIBE MINDERS

- Easy going
- Patient
- Calm
- Team player
- Down to earth
- Predictable
- Helper



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MINDER

Enhancement Tips

MINDER IS YOUR FIRST CARD

- Learn to say no more often
- Stand your ground when needed
- Accept change. It can be beneficial
- Tell people how you really feel
- Make time to nurture yourself
- Make more decisions yourself
- Speak up so all can hear

MINDER IS YOUR FOURTH CARD

- Listen more
- Put yourself in others shoes
- Ask others how they feel
- Consider the emotions and feelings of others
- Be more patient

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CUT



CUT

ORGANISER

Motivated by procedures
They like to get things right



CHARACTERISTICS	CONVERSATIONAL STYLE
Likes things done correctly or not at all	Talks of tasks and logic, not emotion
Logical and systematic	Talks at a slower pace
Likes time to plan and make decisions	Thinks before they speak
Believes rules are there for a reason	Likes SMS, emails and notes
Takes a more traditional approach	Not big on social chit chat, in fact would prefer to finish their tasks
Sets high standards	Likes the facts and the detail

ORGANISERS DISLIKE

- Surprises
- Interruptions
- Last minute changes
- Criticism of their work

ORGANISERS AVOID

- Conflict
- Being the centre of attention
- Big social gatherings

WORDS TO DESCRIBE ORGANISERS

- Tidy
- Accurate
- Conscientious
- Sensitive
- Sceptical
- Practical
- Loyal
- Perfectionist



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ORGANISER

Enhancement Tips

ORGANISER IS YOUR FIRST CARD:

- Tackle, not avoid, conflict
- Relationships come before tidying up
- Ease up on your perfectionism
- Share your feelings more with loved ones
- Smile more, it is infectious
- Stop what you are doing and listen properly to others
- Speak up and join in the conversation

ORGANISER IS YOUR FOURTH CARD

- Start making some task lists
- Prioritise your tasks for the day
- Get your house/office in order
- Make some rules and stick to them
- Focus on the detail; it can be important

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