

# Participant Comparison

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### **Personal Style Markers**

While our responses may differ at times based on unique situations, most of us tend to reveal one of four profiles in common situations. We can typically recognize a profile (in ourselves and others) by observing specific markers. Identify the markers below for each profile and then review how each may differ in similar situations.

#### **Counselor Profile**

Counselors are best recognized for being: Thinking-oriented and People-focused. The key "markers" or behaviors of the Counselor Profile include:

Focus on nurturing others

Communicating with a warm, comforting style
Conflict handling by accommodating others' views
Delegating by "asking" others for participation
Planning through a careful, flexible approach
Recognition that is personal, private

Learning with careful, step-by-step reflection

#### Coach Profile

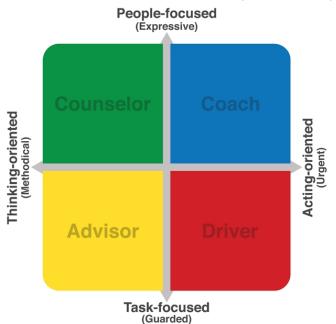
Coaches are best recognized for being: Acting-oriented and People-focused. The key "markers" or behaviors of the Coach Profile include:

Focus on networking

Communicating with charisma, dynamic style Conflict handling by collaborating on solutions Delegating by "selling" others on participation

**Planning** through a fluid, interactive approach **Recognition** that is team incentive

Learning with active, "big picture" understanding



#### **Advisor Profile**

Advisors are best recognized for being: Thinking-oriented and Task-focused. The key "markers" or behaviors of the Advisor Profile include:

Focus on knowledge and understanding
Communicating with a reserved, formal style
Conflict handling by identifying compromises
Delegating by "teaching" the suggested approach
Planning through methodical, detailed preparation
Recognition that is private, objective
Learning with careful, step-by-step reflection

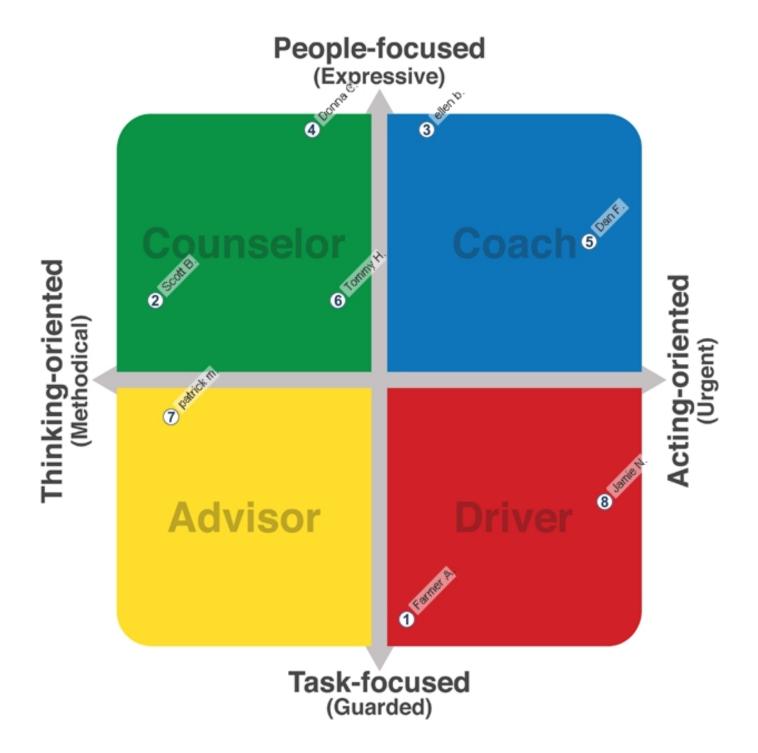
#### **Driver Profile**

Drivers are best recognized for being: Acting-oriented and Task-focused. The key "markers" or behaviors of the Driver Profile include:

Focus on accomplishing

Communicating with a focused, intense style
Conflict handling by directly confronting the issue
Delegating by "directing" the course of action
Planning through an urgent, adaptive approach
Recognition that is individual incentive, competitive
Learning with active, "big picture" understanding

### **Leading Profile Matrix**



## **Participant Details**

#	Name	Email	Style	Achievement Drive	Relational Drive
1	Aaron, Career	account to the same of the sam	Driver	55	5
2	th, Scott	Social Public States Have	Counselor	7	65
3	, ellen	e and a second	Coach	59	97
4	, Donna	cicca-elliotx@gmail.com	Counselor	37	97
<b>5</b>	Forbes, Dan	danvforbes@gmail.com	Coach	90	76
6	Tommy	t@gmail.com	Counselor	42	65
7	maskey, patrick	d@gmail.com	Advisor	10	43
<b>8</b>	, Jamie	de la companya de la	Driver	93	27