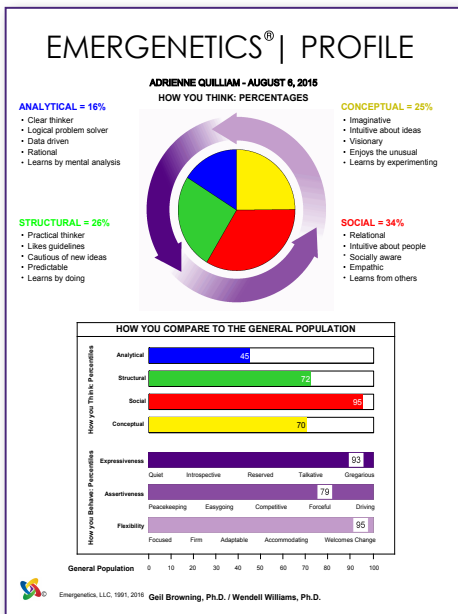




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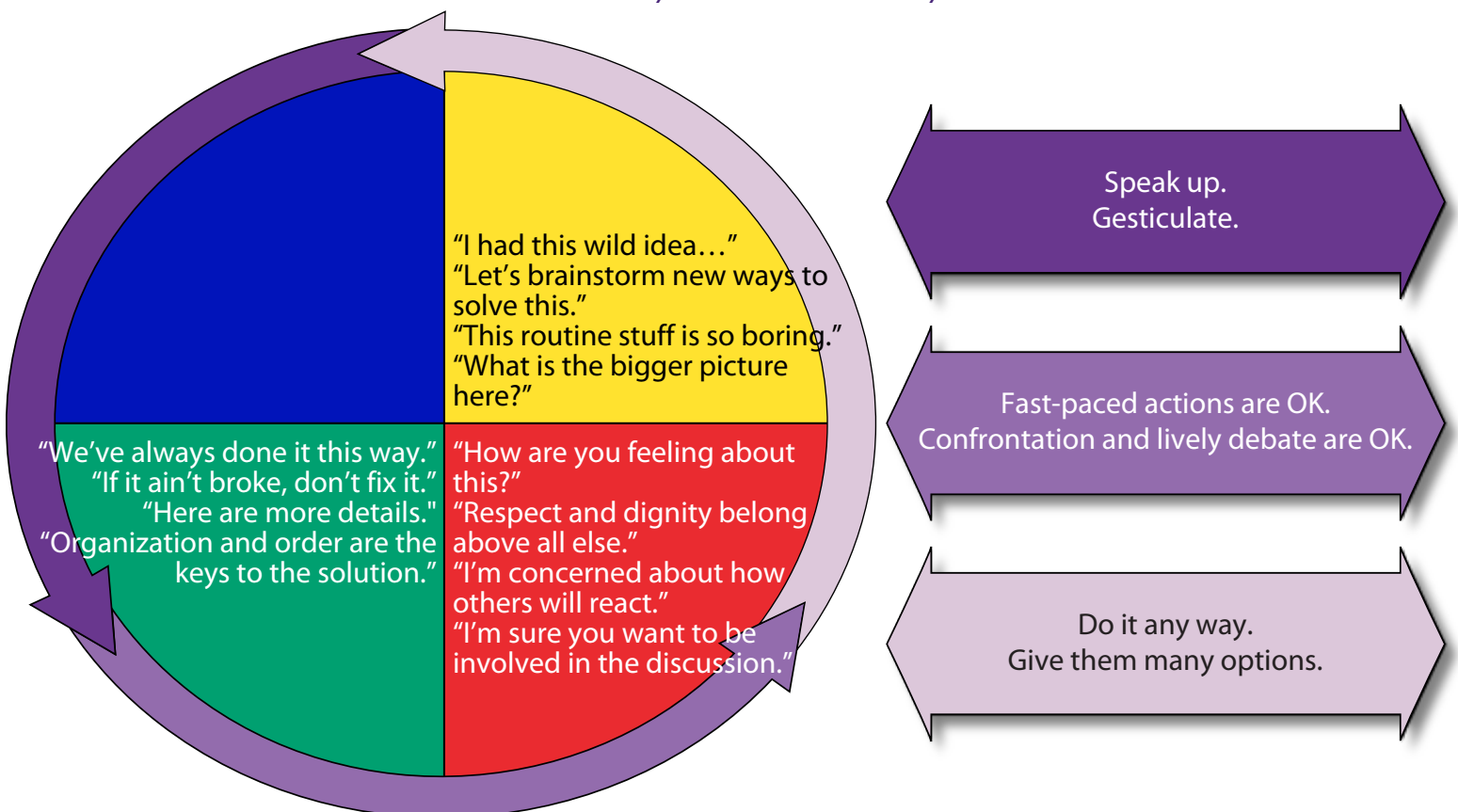


Interaction Strategies

What are they thinking?	Intuition rooted in proven methods
How best to reach them?	Be as clear and detailed as possible - Provide constant feedback
How to initiate action?	Collectively set a deadline and a goal and allow for her to forge the path
Decision-making process?	Will seek many opinions and be cautious before implementing
Internal or external processor?	External - oral communication leads to the right answer
Need time for thought?	Usually not
Embraces change?	Usually
Multi-tasker?	Yes
Driver?	Yes
Challenges for an employer?	Can get wrapped up in inconsequential details

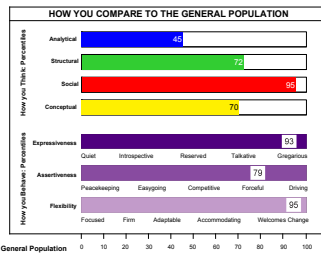
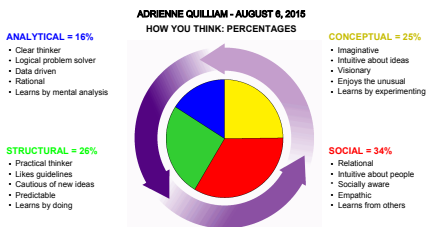
Communication Strategies

What to say and how to say it



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EMERGENETICS® | PROFILE



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Leadership Styles

As a leader, she probably prefers a fast pace. She values planning and order and enjoys thinking about the “big picture”. She probably has a desire to work with others, and in doing so, she is generally animated and affable. When the unexpected occurs (which of course it always does), she does not become flustered, but instead uses her originality and Flexibility to find another way that works. She probably has a vision for the future, and she expects others to share her enthusiasm for the overall concept or goal. Most likely she forges strong alliances, and excels at teambuilding and mentoring. Although she wants to involve others, she may have trouble delegating, because she isn’t sure she can trust them to do the job correctly. As a tri-modal thinker, she instinctively threads each of her thinking preferences through one another – in this way she has a strong desire to do things “by the book” but still inherently knows how to think creatively and conceptually. She is probably prompt and task-oriented, and excels at time management and meeting deadlines, even if they are far-reaching.

What are they thinking?

She has one thinking preference from the “left” brain (Structural), and two from the “right” brain (Social and Conceptual). This gives her brain a slight bias for the intuitive and inspired over the logical and rational. She also has two thinking preferences (Structural and Social) that are concrete and one (Conceptual) that is abstract, giving her concern for details and practical matters a slight edge over theorizing and speculating.

The gift of a tri-modal thinker is the ability to empathize with other ways of thinking. She can understand nearly anyone. She can be a catalyst or facilitator in a group and help promote understanding among the team members.

The stress of having this Profile comes from being “Jack of all trades but master of none.” She is not always able to sort out her thoughts or feelings about an issue, since to her all sides of the issue make sense. Most likely, making a decision is difficult and time-consuming. As one tri-modal explained, “My brain needs to weigh all sides of the question. It’s like the committee has to meet, and sometimes the committee fights with itself!”

Behavioral Preferences

Because her level of **Expressiveness** is in the third third, she is probably talkative, outgoing, and lively. She may openly communicate affection for others, may easily start conversations with strangers, and may be comfortable attracting attention to herself. Her facial expressions and gestures probably are animated, and she may be happy to share information about herself.

Because her level of **Assertiveness** is in the third third, she is probably determined, driving, and telling. She generally doesn’t mind handling uncertain situations, and she may enjoy being in charge. As a rule, she voices her opinions and concerns willingly.

Because her level of **Flexibility** is in the third third, she is probably affable, accommodating, and easygoing. She probably is patient with difficult people and even-tempered in most situations. She is generally congenial and easy to get along with.