

Harmonizer

« Aim to Please »

- Highlights
 - Caring, empathetic, relationship-oriented
- Team Behavior
 - Inclusivity, cooperative, conflict-avoidant
- Outward Appearance
 - Approachable, simple elegance, friendly body language,
- Perception
 - Emotions, feelings, intuition
- Environment
 - Welcoming, emotionally supportive, comfortable
- Needs
 - Sense of belonging, affirmations from peers
- Stress
 - Over-accommodating, being a people pleaser, sensitive
- Job
 - Public relations, healthcare, teacher, customer service

MOTIVATE:

- Show appreciation and acknowledgment
- Warm, polite, and inclusive interactions
- Provide support and work towards a team-oriented environment
- Use a gentle and encouraging approach during conflicts

AVOID:

- Be overly critical or too harsh
- Ignoring their efforts
- Creating an impersonal or overly competitive work environment
- Pressuring them into conflict or confrontation

Thinker

« Logic Leads »

- Highlights
 - Responsible, logical, organized
- Team Behavior
 - Structured roles, clear expectations, efficiency
- Outward Appearance
 - Polished, classic, professional, “put-together”
- Perception
 - Facts vs. Opinions, rational thinking, categorizing
- Environment
 - Functional, orderly, goal-oriented
- Needs
 - Intellectual stimulation, gratitude for their work, sense of control
- Stress
 - Overly critical, perfectionist, workaholic
- Job
 - Project management, scheduling, finance, engineering

MOTIVATE:

- Communicate clearly and provide logical reasoning
- Be punctual and efficient
- Respect their need for organization and well-defined processes
- Provide detailed plans and data to support ideas

AVOID:

- Being vague and inconsistent
- Making irrational or last-minute decisions
- Ignoring logic & the facts
- “Just going with the flow”

Persister

« Driven by Principles »

- Highlights
 - Observant, conscientious, adventurous, faithful
- Team behavior
 - Committed, aligned, natural leader
- Outward Appearance
 - Classic, serious, reserved
- Perception
 - Opinionated, looks for inconsistencies, right vs. wrong
- Environment
 - Clear values, structured, traditional, functional
- Needs
 - Respect, recognition of work, aligned standards
- Stress
 - Overly critical, high alert, scrutinizes
- Job
 - Leadership roles, lawyer, politics, military

MOTIVATE:

- Respect their commitments and morals
- Engage in meaningful, insightful discussions
- Provide clear goals and expectations
- Recognize a strong sense of responsibility

AVOID:

- Lack of integrity
- Disregard values and ethics
- Dismissing their opinions or beliefs
- Being unclear or vague

Imaginer

« Master of Thought »

- Highlights
 - Imaginative, introspective, thoughtful
- Team Behavior
 - Autonomous, thinks before speaks, insightfulness
- Outward Appearance
 - natural, practical, and comfortable, looks to always be lost in thought
- Perception
 - Abstract, creative lenses
- Environment
 - Low-pressure, calm, simple
- Needs
 - Solitude, introspection, time for self
- Stress
 - Withdrawn, avoids making decisions
- Job
 - Author/Writer, Researcher, philosopher

MOTIVATE:

- Give them time to process information
- Provide clear, independent tasks with little oversight
- Work in focused environments
- Support their unique, abstract ideas

AVOID:

- Interrupting their thoughts
- Micromanaging
- Expecting them to thrive in overstimulating environments
- Places the responsibility to be the sole decision maker

Rebel

« Challenge Traditions »

- Highlights
 - Spontaneous, creative, playful, excitement
- Team Behavior
 - Humor, energy, changes ideas, fun
- Outward Appearance
 - Expressive, unconventional, dynamic
- Perception
 - Likes vs. Dislikes, reactive, entertaining
- Environment
 - Interactive, fast-paced, flexibility
- Needs
 - Stimulation, freedom, variety
- Stress
 - Avoids responsibilities & commitments, sarcastic
- Job
 - Marketing, entertainment, designer, event planning

MOTIVATE:

- Use humor and playfulness undertones in conversations
- Encourage creativity and allow for unconventional ideas
- Foster a fun, flexible, and engaging work environment
- Recognize their ability to offer more dynamic perspectives

AVOID:

- Being too rigid or dull with interactions
- Enforcing rules and restrictions
- Criticizing their creative approach
- Assigning repetitive or mundane tasks

Promoter

« Inspiring Opportunity »

- Highlights
 - Persuasive, adaptable, charismatic, charming
- Team Behavior
 - Firm, direct, likes to take charge
- Outward Appearance
 - Confident, polished, energetic presence
- Perception
 - Opportunity & action, quick results
- Environment
 - Competitive, tangible rewards, high-risk
- Needs
 - Immediate feedback, adrenaline, sense of control
- Stress
 - Manipulative, impatient, reckless
- Job
 - Business, athlete, emergency response, sales

MOTIVATE:

- Being direct and results-driven
- Given opportunities to lead projects
- Allow flexibility and impulsive decision-making
- Recognize their ability to handle high-pressure situations

AVOID:

- Unnecessary and dragged-out discussion
- Overcomplicating processes and excessive planning
- Restricting their ability to take action and make quick decisions
- Undermining their progress