

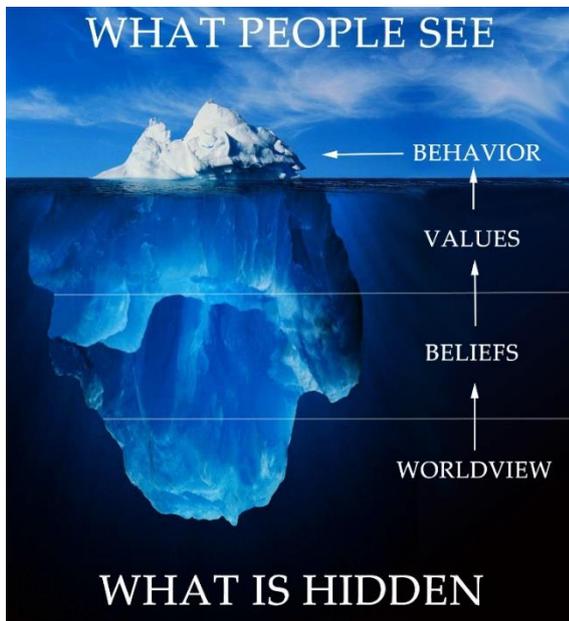


## Leading Different Characters

### What Makes Character?

Character is a broad term used to describe our general behaviour and attitude. We each have our own unique character which has been created since birth and is constantly evolving.

We define someone's character by the behaviour that we see, but behaviour is the result of many different things:



In addition to all these internal factors, behaviour is also driven by the situation we are in and how we feel about that.

The consistency of behaviour over time allows people to notice patterns and these patterns and preferences are used to define our character.

Feelings lead to thoughts

Thoughts lead to actions

Actions lead to habits

Habits become your character

Common patterns of behaviour allow us to define common behaviour 'types'.



## Behaviour Types

•Initiators like to take action and see results. They get straight to the point, often with few formalities and don't care for details. They like autonomy, freedom and taking risks and as such, are decisive and happy to take control. They are self-starters, innovators and love being busy. Initiators tend to enjoy competition as they love to win and like public recognition of success.

### Initiators



•Analysts absorb information and love sifting through detailed facts. They tend to take their time making decisions, but stand by what they decide once they do, taking great pride in the quality of their work. They don't often talk about personal issues, but enjoy discussing current affairs or hobbies. They live by a sense of order, value routine and personal responsibility. They are very conscientious as a rule. Analysts strive to continuously improve and proud of their expertise.

### Analysts



•Energisers are outgoing, chatty and like to 'think out loud'. They tend to be friendly, creative and persuasive and seek social interaction, acknowledgment and opportunities to have fun. Energisers are driven by their feelings and as such, can be very amusing, dramatic and passionate about work. However, they may need some help staying on track and following through on tasks. They help to build morale in a team and tend to be optimistic. However, they might find themselves caught up in a lot of drama since they are keen to get involved with everything.

### Energisers



•Diplomats are most concerned with maintaining good working relationships and are natural peace-keepers. They are very likeable and will avoid conflict for as long as possible, often sacrificing their own needs or preferences for the greater good. They are consistent, reliable and very adaptable, being able to 'go with the flow' in times of change. They do not readily give opinions, but like to be consulted and appreciate personal recognition (done privately), and value consistency, companionship and acknowledgment for effort.

### Diplomats

