1. **Supporter/Relator**:
   * **Traits**: Supportive, empathetic, relationship-oriented, and focused on building connections and trust.
   * **Communication Style**: Prioritizes personal relationships and emotional connections in communication. Prefers open and empathetic dialogue, actively listens, and values harmony and consensus.
   * **Approach**: Enjoys engaging in one-on-one conversations or small group discussions where they can establish rapport and foster meaningful connections. Often seeks to understand others' perspectives and feelings before expressing their own thoughts.
   * **Strengths**: Builds strong relationships, fosters collaboration and teamwork, provides emotional support and encouragement.
   * **Challenges**: May avoid conflict or difficult conversations to maintain harmony, may prioritize relationships over objectives or goals.
2. **Analyzer/Thinker**:
   * **Traits**: Logical, detail-oriented, objective, and focused on facts, data, and analysis.
   * **Communication Style**: Emphasizes accuracy, precision, and clarity in communication. Prefers organized and structured discussions, values data-driven decision-making, and prioritizes logical reasoning over emotions.
   * **Approach**: Prefers to gather and analyze information thoroughly before engaging in discussions or making decisions. Values clear and concise communication, prefers written communication or presentations with detailed information.
   * **Strengths**: Provides thorough analysis and thoughtful insights, identifies potential risks and opportunities, ensures decisions are well-informed and based on evidence.
   * **Challenges**: May come across as overly critical or detail-oriented, may struggle to consider emotional or interpersonal factors in decision-making.
3. **Promoter/Socializer**:
   * **Traits**: Outgoing, enthusiastic, persuasive, and focused on building excitement and energy in interactions.
   * **Communication Style**: Charismatic and engaging, enjoys storytelling, humor, and social interactions. Prefers dynamic and lively discussions, values creativity, and innovation.
   * **Approach**: Enjoys networking and socializing, thrives in group settings, and enjoys sharing ideas and brainstorming with others. Often seeks to inspire and motivate through enthusiastic communication.
   * **Strengths**: Energizes and motivates others, fosters enthusiasm and creativity, builds strong networks and connections.
   * **Challenges**: May struggle with attention to detail or follow-through, may prioritize excitement over practicality or feasibility.
4. **Controller/Director**:
   * **Traits**: Assertive, decisive, goal-oriented, and focused on achieving results and driving action.
   * **Communication Style**: Direct, assertive, and results-focused communication style. Values efficiency, clarity, and decisiveness in communication. Prefers concise and to-the-point discussions.
   * **Approach**: Takes charge in discussions or meetings, sets clear objectives and expectations, and drives conversations towards action and outcomes. Values respect and assertiveness in communication.
   * **Strengths**: Efficiently drives projects forward, makes decisive decisions, and achieves results. Provides clear direction and leadership in group settings.
   * **Challenges**: May come across as authoritative or intimidating, may overlook others' perspectives or input, may prioritize results over relationships.