

Relationship Advisor

for **Phone 111** and **Sure 2021**

The Relationship Advisor allows you to perform side-by-side personality comparisons of any two individuals. Use this powerful tool to navigate relationship dynamics, coach one another on differences in work styles, and help improve communication and trust between team members.

ADVICE

MAKE AN EFFORT TO

- Be less controlling and give Sure freedom and space
- Be patient and make it a point to not interrupt
- Show appreciation for Sure's commitment to get things done
- Be brief and to the point
- Strive for win-win situations
- Express admiration for Sure's accomplishments
- Challenge Sure with new and different ideas
- Speak in terms of goals and objectives
- Talk about facts more than feelings
- Self-regulate emotions to increase credibility with Sure
- Let Sure take charge when it is important to them
- Affirm Sure's ideas and share the spotlight
- Exercise restraint in budgeting and create attainable short-term goals
- Develop an appreciation for details and order
- Show appreciation for Sure's ability to be creative and persuasive
- Realize that both Sure and Phone may overlook or dismiss important details

YOU SHOULD AVOID

- Being very territorial
- Being impatient and interrupting Sure
- Intimidating or overwhelming Sure
- Becoming critical and uncooperative
- Getting into power struggles with Sure
- Competing for the spotlight
- Using humor as an excuse to make flippant and insensitive comments
- Offering a lot of talk with little follow-through
- Tending to overlook important details
- Becoming offended when Phone's opinion isn't considered
- Seeing Sure as demanding and quick to write off Phone's thoughts and emotions
- Feeling unappreciated by Sure

INSIGHTS

OVERVIEW

Sure moves people and tasks in a forward direction by communicating the greater vision and using able social skills. As a Strategist, Sure often possesses the ability to identify the motives of others and rally them toward a pre-determined goal. Whether through formal responsibility or casual contact, Strategists lead others with an energetic personality and a plan. Sure is intentional, goal-oriented, and focused on the big picture. In a formal leadership role, Strategists can inspire and persuade others easily as people are typically attracted to their social skills and assertive personality. Sure is likely to use persuasive verbal skills to recruit others for a cause. Hidden within the Strategist's strong personality is a softer and more empathetic approach that causes them to be well liked by work associates.

HOW TO DISAGREE WITH SURE

When in disagreement with Sure, first find the larger goal that can be agreed upon. Then, propose an approach for reaching the goal. Sure can be highly committed to reaching a goal but with the particular methodology a lesser priority. Sure will let others play a part by encouraging them to contribute based on their strengths.

HOW TO BEST COMMUNICATE WITH SURE

Being drawn to the big picture, provide Sure a high-level explanation before expressing details or concerns. Since Sure is not always a good listener, compose thoughts into direct points to keep from flooding conversations with too much information. Sure is likely to be open to personal stories and experiences, as it helps convey the values and motives of others.

NEGATIVE PERCEPTIONS OTHERS MAY HAVE OF SURE

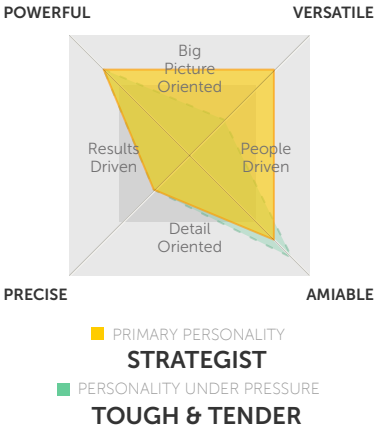
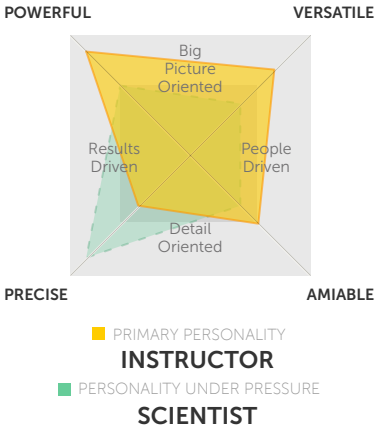
Some people may see the selective approach to achieving goals as Sure being either disinterested or singularly focused. People that focus mainly on relationship building, may see Sure as insensitive, self-centered, and bullish. Detail-oriented people may perceive Sure as being under-informed and over-confident.

NEGATIVE PERCEPTIONS SURE MAY HAVE OF OTHERS

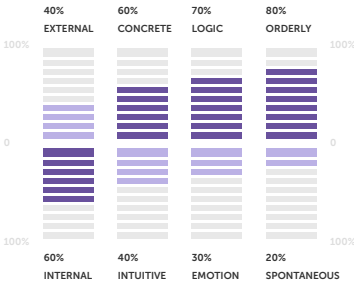
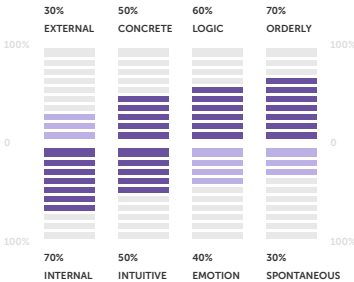
Sure may see others with similar personalities as territorial and conflict may even ensue over control. Being turned off by too much talk and not enough results, Sure is prone to see some people as less motivated or holding up the process with trivial details. Sure may also become jealous of someone else receiving more attention and may see some people as being too sensitive, pessimistic, or slow in their work.

Use this graph comparison to assess similarities and differences between individual data. Look for shared alignments across models to determine where either combined strengths or overlaps exist. Then look for distinct differences and divides in the data that can show potential areas where tension may emerge.

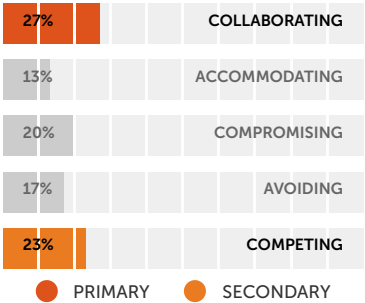
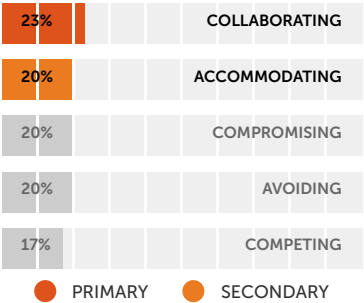
Personality



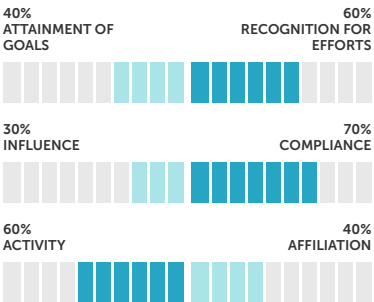
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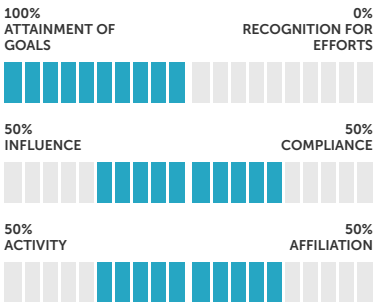
Conflict Management



Motivation (Why)

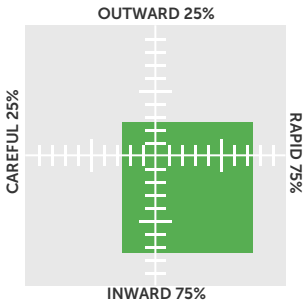


PHONE 111
Inspired to support others by boldly following directives

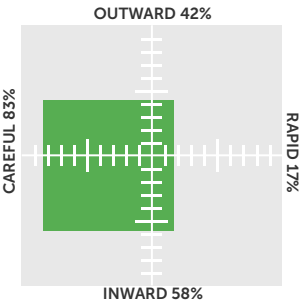


SURE 2021
Driven to pursue and achieve goals

Decision Making

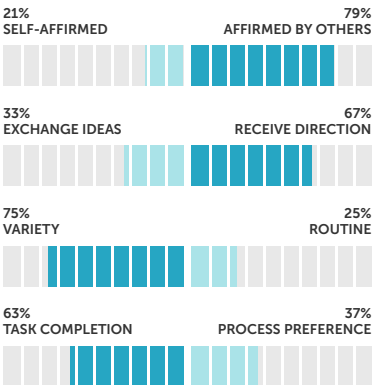


PHONE 111
Utilizes private contemplation and reflection to gather and sort information with an intrinsic sense of what will work to make quick decisions

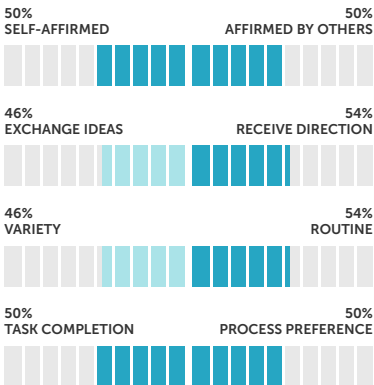


SURE 2021
Prefers to investigate all information and options to create certainty before making a decision

Motivation (How)

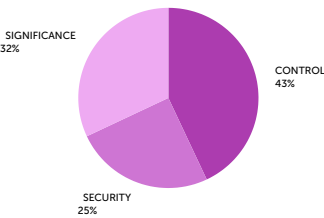


PHONE 111
Receives self-esteem through encouragement by others; seeks independence to make determinations and take action

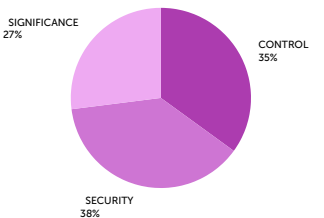


SURE 2021
Finds motivation through a variety of tactics while in the flow of an activity

Fundamental Needs



PHONE 111
Needs to feel a sense of authority to make consequential decisions with autonomy



SURE 2021
Compelled to secure a sense of stability and receive reassurances of belonging from others