

Relationship Advisor

for **Phone 111** and **REMAN TESTING**

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

- Ask for REMAN's opinion and listen intently
- Be less controlling and give REMAN freedom and space
- Offer sincere appreciation and support
- Minimize conflict by being pleasant and casual
- Create a safe environment for REMAN to express opinions Phone may not agree with
- Express appreciation for REMAN's ability to create a peaceful environment
- Solicit REMAN's help and appreciate her attention to detail
- Be patient when REMAN takes time to make decisions or come to conclusions
- Think of her cautious nature as an asset
- Expect REMAN to express doubt and ask questions when she feels comfortable being honest
- Realize that Phone outpaces REMAN and needs to be patient
- Express appreciation for her commitment to quality and excellence
- Allow time for careful planning

YOU SHOULD AVOID

- Seeing REMAN as unassertive and nonconfrontational
- Perceiving REMAN as indecisive and risk-averse
- Being pushy and controlling while perceiving REMAN as unmotivated to change
- Getting frustrated by REMAN's sensitivity
- Having no clue as to how REMAN feels or thinks
- Feeling betrayed once REMAN feels comfortable sharing her true feelings
- Feeling unfairly labeled as insensitive when genuinely trying to understand REMAN
- Thinking that REMAN slows down the process with technicalities or excessive concerns
- Perceiving REMAN as nitpicky
- Appearing to make rash decisions
- Feeling a loss of control when REMAN's perfectionism slows the pace
- Getting others excited about an idea that leaves REMAN with all the work
- Coming across as thoughtless and unpredictable

INSIGHTS

OVERVIEW

REMAN is a precise, systematic worker and thinker with a procedural approach to both work and personal life. As an Architect, REMAN has a soft side that shows modesty and a willingness to accommodate others. Architects are typically conscientious and thorough when performing work that requires attention to detail and accuracy. In fact, REMAN is exceptionally detail-oriented, discovering information that others tend to overlook. Architects also tend to prefer a predictable environment with clear specifications on what is expected, how much time is involved and on what basis the work is likely to be evaluated. When it comes to decision-making, REMAN is known to be an objective and informed thinker, taking time to gather and analyze data instead of jumping to conclusions. Because of this approach, REMAN tends to take calculated risks based on facts and is inclined to maintain high standards in the work environment.

HOW TO DISAGREE WITH REMAN

When others are in disagreement with REMAN, they should be willing to carefully explain their position with facts and data. This helps REMAN to see the logical flow in their position and allows for careful consideration. As well, trying not to push REMAN for a response too quickly in order to give ample time is best. This is most important as REMAN is most likely to disagree when not given time to process information or is publicly corrected in front of others.

HOW TO BEST COMMUNICATE WITH REMAN

Since REMAN is naturally logical, organized, and accurate, it's best to first give clear reasons for changes to avoid resistance and inflexibility. Provide the rationale for decisions and actions by using detailed facts and quantifiable information. REMAN prefers to have expectations set through detailed instructions but also want to be included in decisions to feel part of the process. Involve REMAN early and often in new decisions or strategies to avoid inflexibility and prime.

NEGATIVE PERCEPTIONS OTHERS MAY HAVE OF REMAN

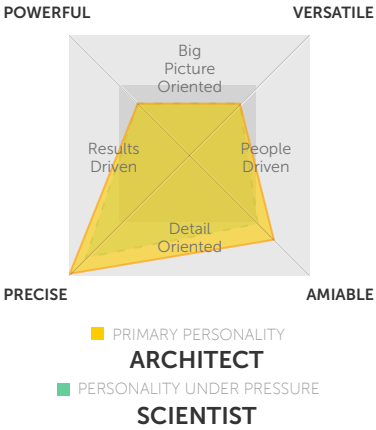
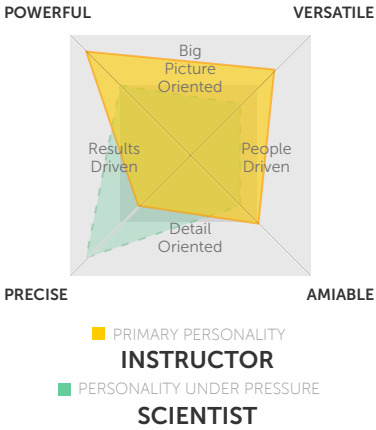
Others may see REMAN as being overly concerned with details and unwilling to embrace new opportunities. On occasion, REMAN may even appear to be pessimistic, judgmental, and picky. Because of this, others may begin to think REMAN is rigid, or inflexible and unwilling to try new things.

NEGATIVE PERCEPTIONS REMAN MAY HAVE OF OTHERS

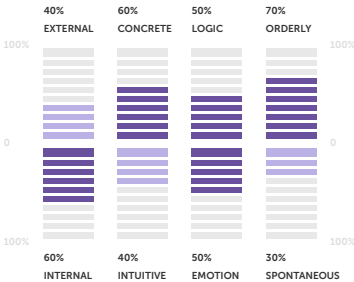
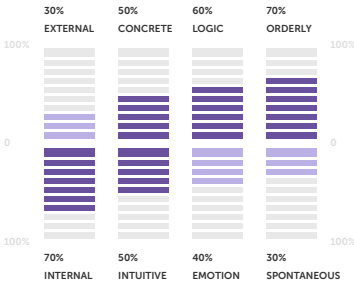
REMAN may view others with strong personalities as having a know-it-all attitude. REMAN may also be overly concerned that others do not have the right information or details to make an informed decision. Having such high standards, REMAN may be prone to see others as less motivated, disorganized, and inaccurate-which can lead to becoming impatient with others.

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.

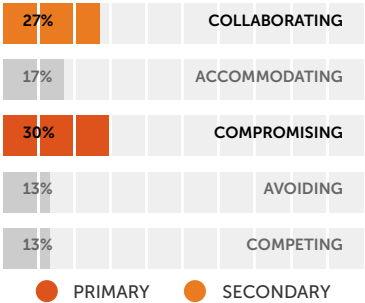
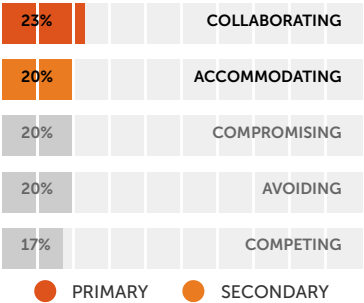
Personality



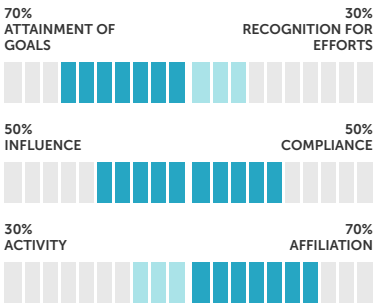
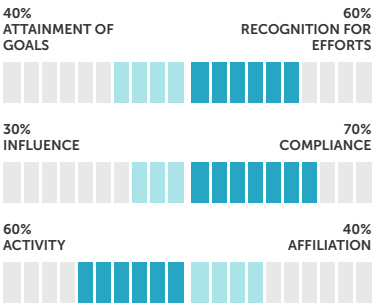
Processing



Conflict Management



Motivation (Why)



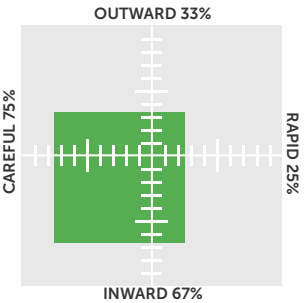
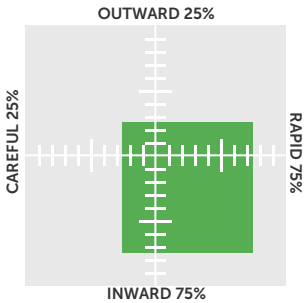
PHONE 111

Inspired to support others by boldly following directives

REMAN TESTING

Driven to pursue and achieve goals; drawn in by who's involved

Decision Making



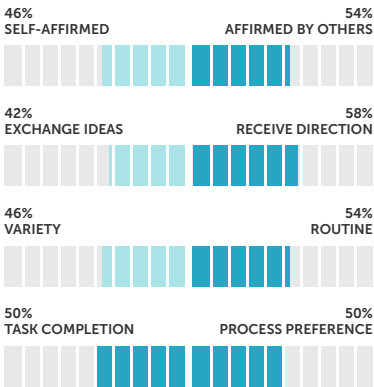
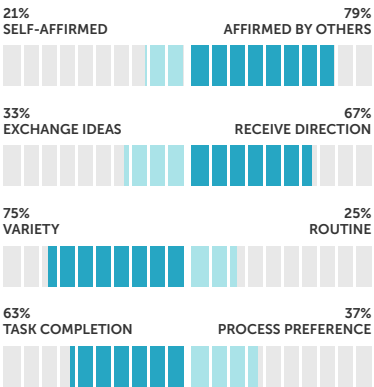
PHONE 111

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

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

Motivation (How)



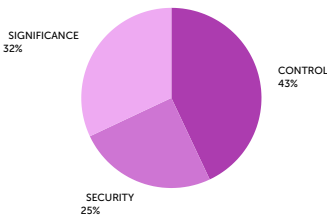
PHONE 111

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

REMAN TESTING

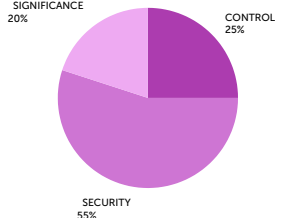
Finds motivation through a variety of tactics while in the flow of an activity

Fundamental Needs



PHONE 111

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



REMAN TESTING

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