



# High Dominance

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## High Dominance

- Places great emphasis on action and results
- Decisive, direct, and pragmatic
- Likes to get things done quickly and hates taking time over things
- Translates ideas into action
- Dynamic and resourceful

May be accused of looking only at the short term and neglecting long-range implications. This tendency sometimes exposes them to criticism from others who may see them as too impulsive, simplistic, acting before they think.

Basic fear: Failure

Motivator: Power and authority

Value to the organisation: Driving for results

## Observable Behaviours

Approach: Tries to dominate or take over, direct

Time orientation: Here and now

Handshake: Strong, assertive

Office: The office and desk are probably disorganised

Dress: Generally, not concerned, but will dress appropriately

Manners: Impatient, rude, and abrupt

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**Eye contact:** Direct

**Body language:** Restless and fidgety, usually looks at the speaker and leans forward when interested; may lean back or look away when waiting or when bored

**Handling conflict:** Will not avoid conflict, may even welcome it

## Communication

**Management style:** Directing

**Communication style:** Telling

**Wants to know:** 'What are we going to do?' and 'How soon can we do it?'

**Written communication style:** inclined to be brief, crisp, and vague, resents having to take the time to write and will often scribble a brief reply on the sender's original message before returning it

In general, they may

- be direct by nature
- appear to be forceful
- may not give a lot of time
- be running late
- be, or appear to be, rude or blunt
- interrupt, may even take phone calls - appear non-attentive
- override people
- emphasise points through challenging statements
- be critical and fault finding
- appear aggressive and try to dominate

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## Use of Emotional Intelligence

Good use	Poor use	Best approach
decisive	pushy	tell what and when first
independent	poor team player	keep fast paced
practical	tough	be business-like
determined	demanding	don't waste time
efficient	dominating	give some freedom
assertive	aggressive	talk results
a risk taker	cuts corners	find shortcuts
direct	inflexible	
solves problems	insensitive	

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