



Dhruvil Modi

Encourager

Growth hacker and operational head at Finlark

DISC Type: Is

VISIONARY

SPONTANEOUS

COOPERATIVE

Dhruvil tends to build trust quickly and value open, casual conversation.

What Comes Naturally To Dhruvil

FOSTERING COLLABORATION

NETWORKING

LOYALTY

CHARISMA

RALLYING ENTHUSIASM

Dhruvil tends to be an outgoing thinker and naturally has an easy time persuading others. Confident and decisive, Dhruvil is likely to take bold action and articulate ideas to build momentum around the projects that he pursues.

When Speaking to Dhruvil

SHOW YOUR WIT

BE AFFIRMING

ASK QUESTIONS

AVOID TOO MANY DETAILS

USE EXPRESSIVE LANGUAGE

Dhruvil is articulate and passionate, but avoids too much formality. Body language is important to him, so smile and make eye contact frequently. He might lose interest in a strictly professional conversation. Friendly, open conversation will make the best first impression on him. Bring lots of energy to the conversation and take a humorous, good-natured tone.

What Motivates Dhruvil

BUILDING FRIENDSHIPS

FEELING ACCEPTED

GROUP PROJECTS

TEAM SPIRIT

PEER APPROVAL

Dhruvil loves collaboration, brainstorming, and big ideas. The more valued he feels at work, the more energy he will have to take decisive action. He will jump at any opportunity to solve a problem with his creativity. A good adventure will re-energize him, especially if he is leading the charge.

What Drains Dhruvil

FEELING EXCLUDED

CONFLICT

NOT BEING HEARD

NITPICKING

AGGRESSIVE LANGUAGE

Strict rules and structure are draining to Dhruvil. Being overly cautious will frustrate him and make him lose momentum. If he feels like he is being micromanaged, he will try to find other projects that offer more freedom and autonomy. Team approval is important to Dhruvil, and his energy will take a hit if he feel ignored by any of his teammates.

In a Meeting with Dhruvil

BE PREPARED FOR A LONGER MEETING

STIMULATE OPEN DEBATE

LOOSEN UP

SHOW EXCITEMENT FOR NEW IDEAS

EXPECT TANGENTS

Brainstorming is one of Dhruvil's favorite parts of the job. Work time into the agenda to talk everything through, explore ideas, and allow extra time for personal conversation. Expect him to go on small tangents if a creative idea strikes him. Build in breaks in the momentum of the meeting to keep him focused.

To Convince Dhruvil

SHARE A CUSTOMER STORY

LEVERAGE YOUR NETWORK

USE METAPHORS TO EXPLAIN A CONCEPT

CREATE ENTHUSIASM

SUMMARIZE YOUR POINTS

Keep your ideas at a high level when trying to persuade Dhruvil. Talk about the future in optimistic terms and ask about what Dhruvil is excited about. Use hyperbole to make your point, using words like "the best" and "incredible". He will ignore you if you try to support your argument with too much detail, so follow-up with the specifics and a summary of your main points.

When Working with Dhruvil

COLLABORATE FREQUENTLY

AGREE ON A COMMON GOAL

VERBALLY PRAISE GOOD WORK

SEND REMINDERS FOR DEADLINES

CONFRONT CONFLICT IN PERSON

Dhruvil is social around the office, easily chatting with anyone and everyone. They make their colleagues feel mutually respected, take time to sit and listen and can ignore other distractions. These feelings of being heard and respected has a positive impact on the productivity of everyone on the team.