

S - Steady

They prioritize STABILITY.

They want TO KEEP THE PEACE.

They fear OFFENDING PEOPLE.



How To Identify an S

- Patient
- Unassuming
- Calming Influence
- Dependable
- Reliable
- Cooperative
- Supportive
- Tactful
- Consistent
- Accommodating

Communication



How They Listen

- Listen for how to help
- Listen to hear people's opinions
- Don't interject appropriately
- Quietness doesn't equal listening



How They Talk

- Unclear, hedge their opinions
- Soft-spoken
- Humble, don't take credit



How They Read

- What's your real intention?
- Read things a few times



How They Write

- Bury the point in the 4th paragraph
- Careful about word choice

How To Work With Them



Their Motivators

- Being supportive
- Collaborating with others
- Being appreciated
- Fostering stability



Their Fears

- Disappointing people
- Change
- Voicing their opinion



Their Pitfalls

- Let tensions simmer
- Move too slow
- Become passive aggressive



Their Conflict Management

- Avoid it
- Consider everyone's feelings
- Look to find compromise

Tips



DO's

- Be patient
- Be non-threatening
- Clearly define goals
- Set timelines
- Assure them
- Minimize risk



DON'Ts

- Be pushy
- Appear overly aggressive
- Be too demanding
- Get confrontational
- Change direction frequently