

# COACHING TO NEEDS

JOHN Q. PUBLIC



## **SOCIAL ENERGY (38/ 17)**

### ***Sociability, approachability, and preference for group and team participation***

Likes to think and work independently and enjoys working alone; and needs to be free from constant social demands and group pressures.

## **PHYSICAL ENERGY (76/ 41)**

### ***Preferred pace for action and physical expression of energy***

Likes to be very active and displays a high energy level; but needs an environment that offers opportunity for reflection as well as stimulating action.

## **EMOTIONAL ENERGY (64/ 64)**

### ***Openness and comfort with expressing emotion***

Prefers to be sensitive and sympathetic to the feelings of other people; and needs the support of an environment that is genuinely sensitive to people's feelings.

## **SELF-CONSCIOUSNESS (21/ 14)**

### ***Use of sensitivity when communicating with others***

Prefers to be direct and straightforward and is matter-of-fact; and has a need for people to be frank and candid in return.

## **ASSERTIVENESS (87/ 75)**

### ***Tendency to speak up and express opinions openly and forcefully***

Likes to be self-assertive and actively enjoys supervising and directing others; and needs opportunities for forceful self-expression against a background of firm direction and control.

## **INSISTENCE (76/ 42)**

### ***Approach to details, structure, follow-through, and routine***

Prefers organizing work according to some definite plan and values system and order; but needs to be offered some opportunities for personal initiative as well as organizational support.

## **INCENTIVES (71/ 34)**

### ***Drive for personal rewards or preference to share in group rewards***

Prefers to be competitive and resourceful; but nevertheless needs in general assignments which encourage a trusting, team-based approach.

## **RESTLESSNESS (90/ 6)**

### ***Preference for focusing attention or changing focus and seeking varied activities***

Likes to introduce a good deal of variety and novelty into personal routine; but needs a minimum of such change imposed by the environment or by other people.

## **THOUGHT (62/ 62)**

### ***Decision-making process and concern for consequences in making the right decision***

Likes to consider all possible alternatives before committing to a decision; and needs to be offered plenty of time for decisions.