

Understanding the DIRT Temperaments

Use the results of the DIRT Survey to read about your strengths and weaknesses that may impact your collaborative relationship.

The Thinker	
<u>Strengths</u>	<u>Weaknesses</u>
<ul style="list-style-type: none"> • Orderliness • Conscientiousness • Discipline • Preciseness • Thoroughness • being diplomatic with people • being analytical 	<ul style="list-style-type: none"> • Indecisiveness • getting bogged down in detail • rigidness on the how-to's • avoiding controversy • pessimism • low self-esteem • being hesitant to try new things • sensitivity to criticism
<u>Ideal Environment</u>	
An ideal environment for the thinker includes the ability to concentrate on detail, opportunity to critique, a stable surrounding, an exact job description, opportunities for careful planning, and time to do things right.	
<u>Need others to provide</u>	<u>Life development areas</u>
<ul style="list-style-type: none"> • quick decision making • reassurance • stretching of capabilities 	<ul style="list-style-type: none"> • being more open • developing self-confidence • being more optimistic

The Relater	
<u>Strengths</u>	<u>Weaknesses</u>
<ul style="list-style-type: none"> • Being supportive • Loyalty • Consistency • Being agreeable • Good listener • Performing work routines 	<ul style="list-style-type: none"> • Lack of initiative • Resisting change • Trouble with deadlines • Overly lenient • Procrastinating • Indecisive • Holding a grudge • Possessive
<u>Ideal Environment</u>	
An ideal environment for the relater includes sincere appreciation, minimal conflict, security, acknowledgement of work, limited territory, traditional way of doing things, and the opportunity to develop relationships.	
<u>Need others to provide</u>	<u>Life development areas</u>
<ul style="list-style-type: none"> • Stretch toward new challenges • Helps in solving difficult problems • Initiative and change 	<ul style="list-style-type: none"> • Facing confrontation • Initiating more • Increasing pace

The Doer	
<u>Strengths</u>	<u>Weaknesses</u>
<ul style="list-style-type: none"> ● Immediate results ● Quick decision making ● Persistence ● Problem solving ● Taking charge ● Self-reliance ● Accepting challenge 	<ul style="list-style-type: none"> ● Insensitivity to others ● Impatience ● Overlooks risks and cautions ● Inattentive to detail ● Inflexibility ● Unyielding ● Taking on too much ● Resenting restrictions ● Too demanding of others
<u>Ideal Environment</u>	
<p>An ideal environment for the doer includes many new and varied activities, the opportunity to get things done, continual challenges, difficult assignments, the freedom to act, having control over situations and direct answers from others.</p>	
<u>Need others to provide</u>	<u>Life development areas</u>
<ul style="list-style-type: none"> ● Sensitivity to the needs of others ● Caution ● Details and facts 	<ul style="list-style-type: none"> ● Greater patience ● Sensitivity to the needs of others ● Being more flexible

The Influencer	
<u>Strengths</u>	<u>Weaknesses</u>
<ul style="list-style-type: none"> ● Optimism ● Enthusiasm ● Being personable ● Creating an entertaining environment ● Making a good impression ● Verbally articulate ● Desire to help 	<ul style="list-style-type: none"> ● Lack of follow-through ● Over-selling ● Overestimating results ● Misjudge capabilities ● Talking too much ● Acting impulsively ● Jumping to conclusions ● Over committing
<u>Ideal Environment</u>	
<p>An ideal environment for the influencer includes a friendly atmosphere, freedom from control and details, the opportunity to influence others, public recognition of ability, the opportunity to verbalise, positive reinforcement and praise, and enthusiastic responses to ideas.</p>	
<u>Need others to provide</u>	<u>Life development areas</u>
<ul style="list-style-type: none"> ● Follow through on detail ● A logical approach ● Concentration on the task 	<ul style="list-style-type: none"> ● Better control of time ● Objectivity in decision making ● Pausing before acting