

IDEAL WORK ENVIRONMENT FOR EACH STYLE

Dominant	Interactive	Supportive	Conscientious
Freedom from supervision and control	Freedom from rigid processes and details	Maintain standard operating	Private space with little interruption
Non-routine work with a wide-range of responsibilities	High degree of interaction with others	Calm and stable	Opportunities for critical thinking
Opportunity to be candid and express viewpoints and ideas	Social opportunities to connect with fellow coworkers	Change is implemented incrementally	Clearly defined expectations and processes
Innovative and willing to try new things	Freedom to express new ideas	Minimal conflict	Focus on quality
Challenging projects	Lots of positive reinforcement	Small tight nit groups	Business-like environment
Opportunities to make decisions	Manger provides coaching and is motivational	Sincere appreciation for a job well-done	Opportunities to demonstrate expertise
Opportunities for advancement	Optimistic atmosphere where people focus on the positive	Predictable routines	Sufficient time to ensure quality
Direct communication and answers	Team-based projects and activities	Coworkers demonstrate respect and compassion	Clearly explained logic behind requests and decisions