



Participant Styles Overview

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Personal Style Markers

While our responses may differ at times based on unique situations, most of us tend to reveal one of four profiles in common situations. We can typically recognize a profile (in ourselves and others) by observing specific markers. Identify the markers below for each profile and then review how each may differ in similar situations.

Counselor Profile

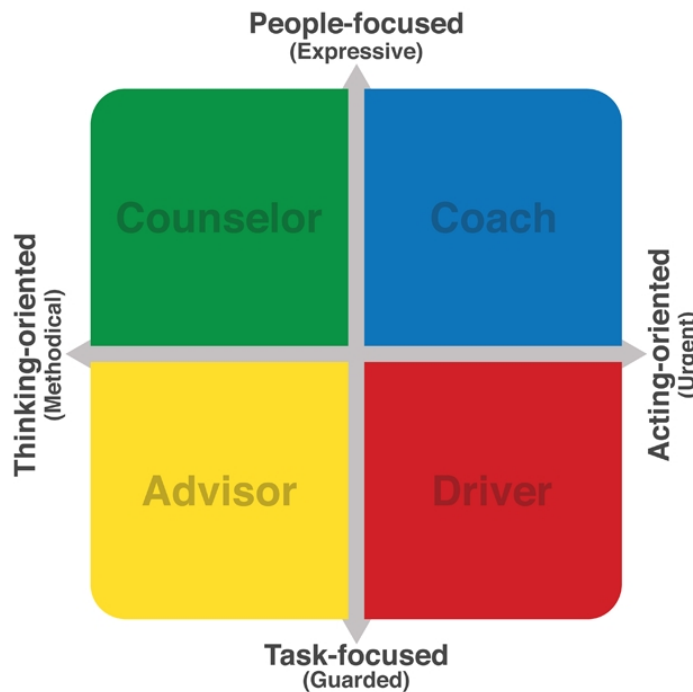
Counselors are best recognized for being: Thinking-oriented and People-focused. The key “markers” or behaviors of the Counselor Profile include:

- Focus** on nurturing others
- Communicating** with a warm, comforting style
- Conflict** handling by accommodating others’ views
- Delegating** by “asking” others for participation
- Planning** through a careful, flexible approach
- Recognition** that is personal, private
- Learning** with careful, step-by-step reflection

Coach Profile

Coaches are best recognized for being: Acting-oriented and People-focused. The key “markers” or behaviors of the Coach Profile include:

- Focus** on networking
- Communicating** with charisma, dynamic style
- Conflict** handling by collaborating on solutions
- Delegating** by “selling” others on participation
- Planning** through a fluid, interactive approach
- Recognition** that is team incentive
- Learning** with active, “big picture” understanding



Advisor Profile

Advisors are best recognized for being: Thinking-oriented and Task-focused. The key “markers” or behaviors of the Advisor Profile include:

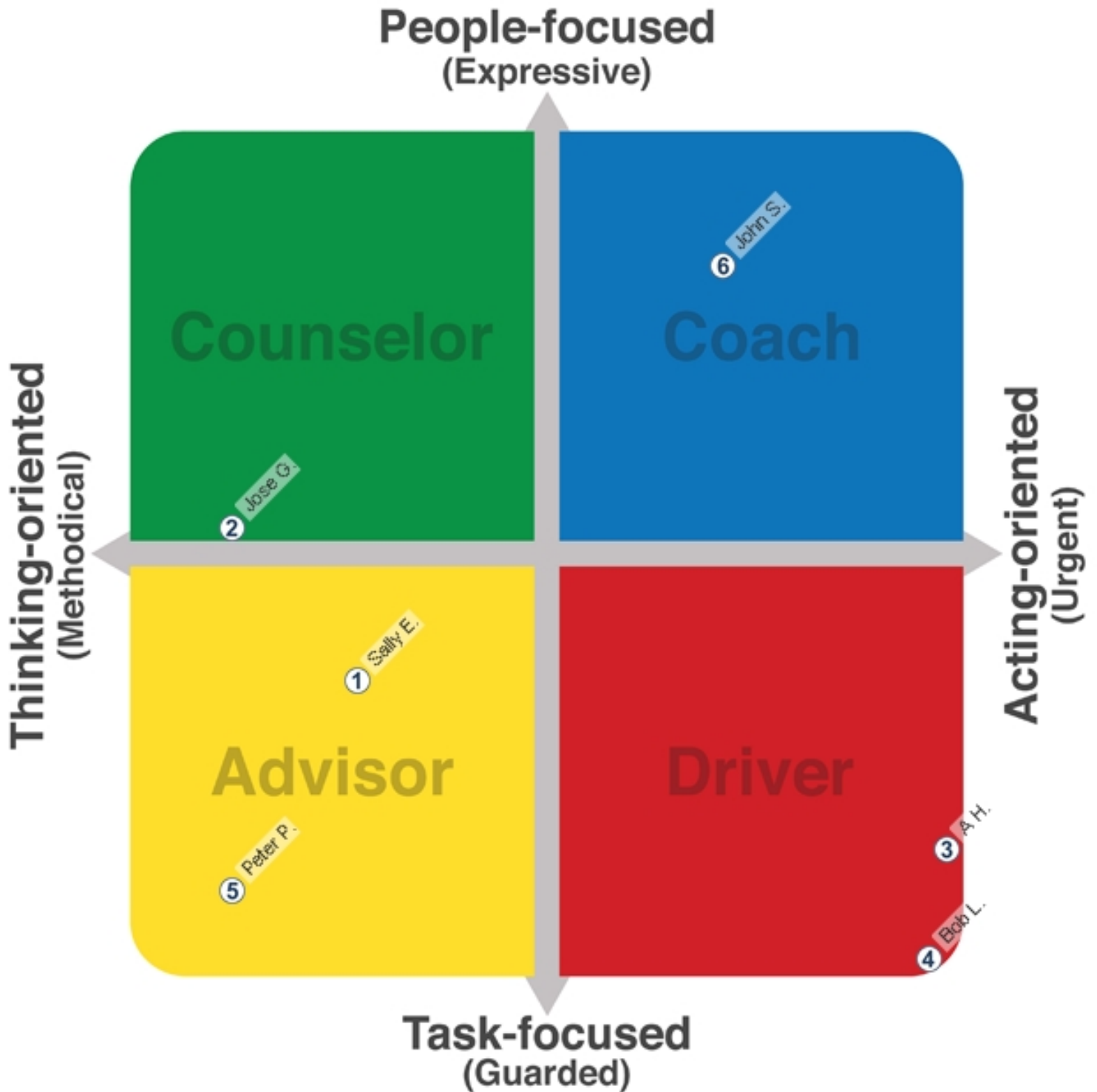
- Focus** on knowledge and understanding
- Communicating** with a reserved, formal style
- Conflict** handling by identifying compromises
- Delegating** by “teaching” the suggested approach
- Planning** through methodical, detailed preparation
- Recognition** that is private, objective
- Learning** with careful, step-by-step reflection

Driver Profile

Drivers are best recognized for being: Acting-oriented and Task-focused. The key “markers” or behaviors of the Driver Profile include:

- Focus** on accomplishing
- Communicating** with a focused, intense style
- Conflict** handling by directly confronting the issue
- Delegating** by “directing” the course of action
- Planning** through an urgent, adaptive approach
- Recognition** that is individual incentive, competitive
- Learning** with active, “big picture” understanding

Leading Profile Matrix



Participant Details

#	Name	Email	Style	Achievement Drive	Relational Drive
①	Effective, Sally	sally_effective@outlook.com	Advisor	27	35
②	Gonzales, Jose	jose.gonzales@gmail.com	Counselor	12	53
③	Human, A	ahuman@ldptesting.com	Driver	98	15
④	Lillyhammer, Bob	bob.lillyhammer@knobs.com	Driver	96	2
⑤	Productive, Peter	peter_productive@outlook.com	Advisor	12	10
⑥	Star, John	arcayabyab@outlook.com	Coach	71	84