

# Pace

**FAST**

**Demanding**  
Telling them what to do

**Impulsive**  
Rejection

Risk taker  
Competing

Outgoing  
Initiating

**Direct/bottom line**  
Being taken advantage of  
**Challenge**

**Enthusiasm/inspiring**  
Loss of social recognition  
**Fun/social recognition**

**TASK**

Guarded  
Cool  
Controlling  
Calculating

**what**

**D i  
C S**

**who**

Relaxed  
Warm  
Supportive  
Feeling

**how**

**why**

**PEOPLE**  
Orientation

**Listener — details**  
Criticism of work  
**Security/money — doing it right**

**Best listener/empathic**  
Loss of stability  
**Appreciation**

**Cautious**  
Criticism

Responding  
Avoids risk

Cooperating  
Reserved

**Safety-seeking**  
Sudden changes

**SLOW**

