



Thank you to all the **D** types for...

..being happy to be in control, for driving things through and for making decisions quickly and with certainty. Thank you for being able to summarise and see the big picture so that actions can be taken – bottom line is important. Thank you for your leadership and your determination to get things done. Thank you for getting straight to the point in your communication and for accepting challenges. Your need for results means that the team will stay focussed.



Thank you to all the **I** types for...



...being fun and outgoing and inclusive in your interactions with us. Thank you for showing enthusiasm and for being optimistic. Thank you for your influence and for the inspiration that you give us all. Thank you for getting going quickly and encouraging the rest of us to join you through your strong communication skills. Thank you for being an encourager and for joining in. Thank you for entertaining us! Your ability to take actions on your decisions means that the team will follow you.

Thank you to all the **S** types for...

...being great team players and for being creators of team ethos. Thank you for being steady and calm and patient. Thank you for looking around and taking your time when making your decisions. Thank you for your supportive actions and for not rushing ahead of us. Thank you for listening to us and for being dependable. Thank you for always finishing what you start. Your humility and sincerity endears you to us; thank you for involving us in your decision making.



Thank you to all the **C** types for...



...completing tasks to a very high standard – we depend on you. Thank you for the quality of your work and the research and time you put into completing. Thank you for being methodical, taking time to gather facts and for playing by the rules, it gives us stability and confidence. Thank you for your ability to reason and consider – you are a strong finisher. Thank you for your accuracy, your competence and your expertise. Your organisation, orchestration and adherence to systems makes you central to the team's success.