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# How to Shine Like the STAR You Are!

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“Whatever the circumstances of your life, the understanding of ‘type’ can make:

- Your perceptions clearer,
- Your judgments sounder and
- Your life closer to your heart’s desire.”

~Isabel Briggs Myers

## Stability

- Bold
- Forward Moving
- Direct
- Competitive
- Determined
- Bottom-Line Oriented

## Action

- Optimistic
- Inspiring
- Persuasive
- Outgoing
- Sociable
- Trusting

## Theory

- Precise
- Perfectionist
- Orderly
- Diplomatic
- Accurate
- Logical

## Relationship

- Adaptable
- Systematic
- Helpful
- Relaxed
- Unhurried

## Stability

### Of Paramount Importance To Me:

- Stability
- Responsibility
- Belonging
- Duty
- Titles
- Tradition
- Predictability
- Structure
- Rules
- Credentials
- Dependability
- Ownership

### My Talents Include:

- Providing
- Preserving What Is
- Sequential Thinking
- Making Things Easy for People
- Managing
- Logistics
- Implementing
- Planning
- Commitment
- Responsibility
- Conserving
- Organizing
- Tenacity
- Details

### In My Starring Role:

- I expect everyone to follow the rules and regulations
- I expect you to what you say you will do
- I set up and implement predictable systems
- I trust proven authority
- I tend to see the world in black and white
- I accept a time-tested and proven establishment
- I learn best through memorization, recall and drill
- I run efficient meetings with an agenda and on time
- I value roots and home
- I dislike people who question authority or do not obey
- I may insist on procedure for procedures sake and not be responsive to needs
- I use the past to guide me into the future

### To Communicate with Me, Make a Big Production About:

- Concrete facts
- Details
- Proven reliability and track record
- Inclusion and belonging
- Predictability – I don't change easily
- Being organized
- Increased efficiency
- Ownership which provides a sense of stability
- Punctuality
- Cooperation to reach organizational goals
- Certainty
- Keeping commitments
- Low risk and safety
- Well thought out plans and systems

## Stability (Cont'd)

### When I'm the Director (Leader), I tend to:

- Be formal and I clearly define roles
- Be demanding
- Keep the organization on track
- Focus on getting the right thing – in the right place – at the right time
- Give specific details and relevant information to reach specific results
- Give feedback that focuses on getting back on course
- Believe each person must earn appreciation

#### AND I NEED:

- To be given authority before I will take charge
- A planned, structured, stable environment
- To know the rules

### When I'm Being Directed (Follower), I tend to:

- Work better if the tasks and roles are defined well
- Be responsible, diligent and steady
- Follow through with every details
- I carry out policies and procedures efficiently
- Do things right the first time
- Like leaders who have earned their titles over time

#### AND I NEED:

- A sense of belonging
- Predictability
- Stability and security

### I'm Sometimes Unaware:

- Of small contributions by people and my lack of feedback can be interpreted as criticism
- That in my quest for efficiency I may seem callous
- That I may focus on should and should not's and not on people's needs
- That I can be too cautious
- That I take on ever-increasing loads of responsibility

### Areas I Need to Improve (Or Find a Supporting Cast to Help):

- I need patience with others who work in spurts and not at a steady rate
- I need to be more open to change
- I need to take more risks
- I need to hear other's points of view
- I do care about people and need to overtly show that care and concern

## Theory

### Of Paramount Importance To Me:

- Knowledge & Learning
- Competence
- Intelligence
- Self-Mastery
- Concepts
- Understanding
- Universal Truths
- Logical Consistency
- The Larger Picture
- Insight
- Progress
- Accuracy

### My Talents Include:

- Strategic Thinking
- Abstract Thinking
- Being Visionary
- Using Precision in Thought & Language
- Dealing with Complexity
- Theory Development
- Perpetual Learning
- Rationality
- Problem Solving
- Analysis
- Searching for a Better Way
- Creating
- Logic
- Designing

### In My Starring Role:

- I trust logic and reason above all
- I can map out a strategy and overall plan
- I am precise in my speech and notice contradictions
- I desire willpower
- I want power over nature and am attracted to the sciences
- I focus on long-term results and can project far into the future
- I easily learn abstract ideas and dislike memorizing without understanding
- I can keep several issues in mind at the same time
- I resolve conflict logically, rationally and avoid emotionalism
- I use diagrams and models to communicate abstractions
- I am self critical and usually spot my errors before anyone else
- I dislike chit-chat and small talk and seek conversations with substance

### To Communicate with Me, Make a Big Production About:

- The rationale of logic behind an event or request
- Explaining the theory or principles behind an idea – the “Why”
- An opportunity to learn – I have to know
- Getting to the point – Efficiency of Communication
- Apologizing ahead of time when asking me to repeat myself
- A method to change or improve something
- The validity and logical proof of a new idea
- New insights to solve a complex problem
- Technical details and complexities
- A person or object’s genius, precision and efficiency
- Objective truth, logical reasoning
- Consistency in the ideas presented. Without excessive enthusiasm.
- Efficiency
- Ways to implement my ideas

## Theory (Cont'd)

### **When I'm the Director (Leader), I tend to:**

- Take charge, clarify the goal and expect others to carry it through
- Create a vision and build the theoretical models
- Look for talent and competence
- Focus on efficiency
- Be impatient with errors and inefficiencies
- Prefer innovative projects
- Work toward long term goals

#### **AND I NEED:**

- To achieve at a high standard
- Complicated problems to solve
- Relationships that work

### **When I'm Being Directed (Follower), I tend to:**

- Want freedom to develop a strategy
- Want the leader to be knowledgeable and competent
- Sit and plan and not take action if I fear failure
- Design solutions to complex problems
- Be consumed by a project that's intellectually challenging
- Avoid bureaucracy and time wasting paperwork

#### **AND I NEED:**

- To have new ideas and approaches logically proven and validated
- An environment to design or do development without system hindrance
- Time alone to reflect on a problem or idea

### **I'm Sometimes Unaware:**

- That I may be embarrassed by praise
- That I offer solutions to problems others don't know they have
- That I have little patience with people who don't deal in abstract thinking
- That since I dislike repetition I may be seen as terse or non-communicative
- That I may be seen as critical and cold

### **Areas I Need to Improve (Or Find a Supporting Cast to Help):**

- Increase my ability to show praise to others
- I need to recognize people's feelings – The Human Element
- I need a team of people with a concrete; practical orientations. To keep me in touch with the here and now.
- I may become so absorbed in learning that I don't take action.
- Recognize the importance of logistics

## Action

### Of Paramount Importance To Me:

- Freedom of Action
- Making an Impact
- Variety
- Adaptability
- Beauty
- Opportunities
- Spontaneity
- Stimulation
- Options and Choices
- Action—Now
- Excitement
- Passion

### My Talents Include:

- Promoting
- Tactics
- Story Telling
- Pulling Things Together
- Performing
- Negotiating
- Having Fun
- Entertaining
- Improvising
- Competing
- Realistic Problem Solving
- Troubleshooting
- Handling Crisis
- Flexibility

### In My Starring Role:

- I am a skillful negotiator
- I am an optimist and sometime proceed on blind faith (everything will be okay)
- I am graceful and have dexterity with tools, baseball bats and dancing shoes
- I love beauty and the aesthetically pleasing
- I recognize and go after opportunity
- I try to find a better way to do it
- I sometimes rebel against rules, routine and structure
- I take risks to get things done
- I am a natural entrepreneur
- I learn best through hands-on methods – Show me, don't tell me
- I dislike boredom or waiting
- I dislike abstract ideas and “useless” theory – get real!!!

### To Communicate with Me, Make a Big Production About:

- Freedom to Act
- The action involved
- The bottom line first – and I'm always in a hurry. So talk quick!!
- The chance to be the first, the biggest, the best
- Any hands-on activity I can be involved with as you talk
- The aesthetic beauty
- An opportunity
- A chance to jump in and “show ‘em how to do it”
- The variety of activities – with minimal routine... no boredom
- Concrete examples – not theories
- How I can do it fast – Probably faster than anyone else
- A system in place to deal with things I dislike – paperwork, etc.
- Entertaining stories
- Rewards and Awards

## Action (Cont'd)

### When I'm the Director (Leader), I tend to:

- Be pragmatic and do whatever it takes to get the job done
- Exude confidence and expect others to obey
- Be adaptable – if I find a better way, I'll change
- Not be governed by “the way it's always been done”
- Be resourceful
- Find someone to do the “unexciting” tasks which are necessary for “A+” results
- Motivate the team to “Go for the Gold”

#### AND I NEED:

- Problems to Solve and a Crisis to Handle
- Recognition for a job well done
- Freedom to do it my way

### When I'm Being Directed (Follower), I tend to:

- Challenge Authority
- Ignore inconvenient policies and systems if I can do it better or faster
- Avoid confining situations
- Thrive on action – I must be doing something
- Trust my impulses
- Look for the immediate payoff

#### AND I NEED:

- A leader who has earned the right to lead by a proven track record
- To be shown the objective and given the flexibility to do it my way
- A system to meet deadlines and finish projects

### I'm Sometimes Unaware:

- That I avoid making plans and commitments
- That I get so absorbed in a specific activity and forget the long range objective
- That in my need for excitement I may not see the dangers
- That if I don't have a crisis, I may create one
- That once in a while I need to stop... reflect... plan... get organized

### Areas I Need to Improve (Or Find a Supporting Cast to Help):

- Resolve conflict in a collaborative way
- Make and keep commitments
- Look beyond the quick fix
- Take time to listen to others points of view
- Recognize the importance of concepts and ideas (a solid foundation for my action)

## Relationship

### Of Paramount Importance To Me:

- Empathetic Relationships
- Authenticity
- Self-Actualization
- Identity
- Ideals
- Ethics
- Significance
- Involvement
- Cooperation
- Harmony
- Morality
- Personal Growth

### My Talents Include:

- Diplomacy
- Empathy
- Imagining
- Being a Catalyst
- Inspiring
- Encouraging
- Romance
- Counseling
- Communication
- People Skills
- Envisioning the Ideal
- Using Metaphors
- Building Rapport
- Mentoring

### In My Starring Role:

- I am potential oriented above all
- I show appreciation easily – In many ways
- I seek a deeper meaning than material possessions alone
- I am enthusiastic and intense
- I am on a quest for self-actualization and want to help others do the same
- I learn the best if the subject includes people... I need to relate to the teacher
- I need people interaction
- I dislike inauthentic or fake people
- I am a supporter and confidant. Empowering others to be their best.
- When change is considered. The #1 question is: What will it do for the people?
- In business. I stand out in recruiting, training, motivating and counseling.
- I will discuss ideas, but if anger surfaces I may leave.

### To Communicate with Me, Make a Big Production About:

- Developing People's Potential
- New ideas
- Involvement and cooperation
- The meaning of life and ideals
- The ethical
- A worthy cause – especially involving people or animals
- Bringing out the best in myself or others
- How much you appreciate me and my efforts before any "constructive criticism"
- "The Good" for both the people and the organization
- What you really mean (I can usually read between the lines for true meaning)
- Making an impact on people's lives
- Empowering
- Examples using metaphors
- Building rapport and sharing personal examples

## Relationship (Cont'd)

### When I'm the Director (Leader), I tend to:

- Make work meaningful for everyone so it's more than a job
- Foster a participative management style
- Lead by coaching, empowering and giving positive feedback
- Want systems that allow people to work together with minimal conflict
- See associates as "real people" not just numbers on a form
- Focus on people's needs more than the task's demands
- Try to help with co-worker's personal problems

### AND I NEED:

- Harmony
- To inspire and be inspired
- Rapport, or I may not stay involved

### When I'm Being Directed (Follower), I tend to:

- Like following an ethical leader who "cares" rather than an authoritarian
- Resist challenges that don't consider the "people factor"
- Like collaborative teams
- Work to please
- Be more loyal to people than systems
- Respond to warmth and kindness not the cold rules and policies

### AND I NEED:

- Appreciation, not criticism
- To be creative and still be with people
- A higher purpose than day-to-day work

### I'm Sometimes Unaware:

- Of the negative, trying to find the good in even a bad situation, so I may get shocked by reality
- That I personalize conflicts
- That when learning, it's easy for me to see the big picture implications and miss the details (which may bore me)
- That I'm into people so much I may neglect the goal
- That I may prefer fantasy to reality and dreams to action

### Areas I Need to Improve (Or Find a Supporting Cast to Help):

- I need to be more assertive in conflicts
- Ignore conflicts as long as possible
- I must not get emotionally caught up in the problems or failures of everyone
- I must encourage others to take responsibility
- I must remember my own health and needs and not spend all my time helping others.