



## DESCRIPTION OF KEY DRIVE COMBINATIONS

A > B (most noticeable when larger spread and/or opposite sides)	B > A (most noticeable when larger spread and/or opposite sides)
Naturally inclined toward tasks, technical matters, and things	Naturally inclined toward people, social matters, and feelings
Critical, creative thinker	Empathetic
Inquiring mind	Service-oriented
Problem solver	Persuader
Limited delegation of authority	Delegates authority more freely
Comfortable working alone	Comfortable working on a team
Good at analyzing	Good at communicating
Good at organizing	Good at motivating
Naturally understands tangibles, things you can see and touch	Naturally understands intangibles, things you can't see or touch

A > D (most noticeable when larger spread and/or opposite sides)	D > A (most noticeable when larger spread and/or opposite sides)
A generalist, strategic outlook	A specialist, tactical outlook
More comfortable with risk	More comfortable with certainty
Resistant to authority	Willing and helpful
More willing to delegate details or tasks to others	Prefers to handle details or tasks themselves
Sees opportunities where others see obstacles	Sees obstacles where others see opportunities
Sees the big picture, the "forest"	Sees the smaller picture, the "trees"
Venturesome and individualistic	Conservative and careful
Says "Here's where we are headed."	Responds "Here's how we are going to get there."
Focused on results	Focused on execution
More gas than brake	More brake than gas
My way	Proven way

B > D (most noticeable when on opposite sides)	D > B (most noticeable when on opposite sides)
Informal and casual	Formal and conservative
Uninhibited	Skeptical of new ideas/people
Unconventional	Suspicious of new ideas/people
Conversational	Sincere (no spin, calls it like they see it)
Sensitive to criticism of self	Sensitive of criticism of work
Trusts freely	Trust comes with time and proof
Poised in social settings	Reserved in social settings
Enthusiastic	Disciplined

Low C paired with other drives	High C paired with other drives
Amplifies or slingshots the behaviors of drives to the right of C	Brings a relaxed vibe to the other drives
Quicker pace	Consistent pace (regardless of speed)
Changes gears quickly	Prefers one steady gear
Brings an intensity to the other drives	Brings a calmness to the other drives
Natural multi-tasker	Approaches things one at a time
Good starter	Good finisher
When under pressure, fewer mistakes, higher productivity	When under pressure, more mistakes, lower productivity
Likes variety	Likes consistency and predictability
Prioritizes by hottest fire	Prioritizes by what is next
LIFO (Last In, First Out)	FIFO (First In, First Out)
Needs mobility, a chance to move around	High degree of sit-ability