



Interpretations

	Fact Finder	Follow Thru	Quick Start	Implementor
1	Simplify	Adapt	Stabilize	Imagine
	Won't	Won't	Won't	Won't
	<ul style="list-style-type: none"> • require documentation • offer justifications • get bogged down in minutiae • need ongoing evaluation • choose the obvious solution • need to be appropriate • be tied to tradition • overanalyze • need exact comparisons • require written proof 	<ul style="list-style-type: none"> • be rigid with plans • stay boxed in • get stuck in routines • function by rote • follow a schedule • repeat patterns • go through the motions • need a picture • act sequentially • get caught up in procedures 	<ul style="list-style-type: none"> • go off half-cocked • be impulsive • be ambiguous • try to do too many things at once • create chaos • cause distractions • need deadlines • go against the odds • take the bait when challenged • force change and disruption 	<ul style="list-style-type: none"> • require concreteness • need to physically demonstrate • have to see a prototype • rely on mechanical equipment • force tangible solutions • object to abstractions • rely on spatial relationships • require top-grade tools • have to build to last
3				
4	Explain	Maintain	Modify	Restore
	Willing to	Willing to	Willing to	Willing to
	<ul style="list-style-type: none"> • review the data • work within priorities • give specifics • accept rank order • go with the highest probability • use terms properly • respond appropriately • review historical evidence • test analogies • review written material 	<ul style="list-style-type: none"> • maintain order • work within the system • follow procedures • fill in charts • adhere to the plan • stay in sequence • maintain concentration • complete when necessary • maintain classifications • utilize diagrams 	<ul style="list-style-type: none"> • go along with risks • participate in experiments • provide challenges • try alternatives • assist innovation • use metaphors • overcome the odds • interject spontaneously • follow another's hunch 	<ul style="list-style-type: none"> • work with tangible goods • use models • envision concrete examples • incorporate tactile clues • utilize protective gear • use mechanical devices • respond to space requirements • use tools & equipment
6				
7	Specify	Systematize	Improvise	Build
	Will	Will	Will	Will
	<ul style="list-style-type: none"> • collect data • establish priorities • seek specificity • quantify and rank order • assess probabilities • define terms • determine appropriateness • provide historical evidence • create analogies • put it in writing 	<ul style="list-style-type: none"> • seek order • design systems • establish procedures • provide charts • arrange logistics • work sequentially • require focus • force closure • classify by category • diagram possibilities 	<ul style="list-style-type: none"> • take risks • promote experimentation • seek challenges • discover alternatives • create innovation • originate options • generate metaphors • defy the odds • ad lib • act on intuition 	<ul style="list-style-type: none"> • create tangible goods • build hand-crafted models • develop prototypes • handle transporting and packaging • detect solutions tactilely • provide physical protection • master mechanical devices
10				



What you Need to Do

	<p>Fact Finder</p> <p>Simplify</p> <p>You need to gather information by:</p> <ul style="list-style-type: none"> • Generalizing • Abbreviating • Summarizing • Clarifying options • Getting right to the point 	<p>Follow Thru</p> <p>Adapt</p> <p>You need to organize by:</p> <ul style="list-style-type: none"> • Seeing and easily reaching what you use • Frequently revising systems • Doing several things at once • Dealing with tasks as they arise • Not trying to follow standard methods 	<p>Quick Start</p> <p>Stabilize</p> <p>You need to deal with risk/uncertainty by:</p> <ul style="list-style-type: none"> • Avoiding chaos • Finding similarities • Removing unknowns • Fitting new things into the existing picture • Reducing the chance of making mistakes 	<p>Implementor</p> <p>Imagine</p> <p>You have a knack for:</p> <ul style="list-style-type: none"> • Seeing solutions in your mind • Visualizing possibilities • Conceptualizing what could be • Having discussions without having to be face to face • Making decisions without having tangible evidence
1				
3				
4	<p>Explain</p> <p>You need to gather information by:</p> <ul style="list-style-type: none"> • Interpreting differences • Selecting appropriate choices • Asking for specifics • Rating alternatives • Checking back 	<p>Maintain</p> <p>You need to organize by:</p> <ul style="list-style-type: none"> • Sticking with a system • Following procedures • Keeping things in a consistent place • Coordinating with others • Using an outline 	<p>Modify</p> <p>You need to deal with risk/uncertainty by:</p> <ul style="list-style-type: none"> • Responding to challenges • Making necessary adjustments • Handling last-minute changes • Seeking alternatives • Coping with unknowns 	<p>Restore</p> <p>You have a knack for:</p> <ul style="list-style-type: none"> • Protecting what has been built • Safely transporting people and things • Maintaining tangible quality • Using tools well • Fixing things that break
6				
7	<p>Specify</p> <p>You need to gather information by:</p> <ul style="list-style-type: none"> • Being precise • Seeking details • Correcting errors • Defining differences • Questioning frequently and thoroughly 	<p>Systematize</p> <p>You need to organize by:</p> <ul style="list-style-type: none"> • Designing a sequential system • Coordinating and integrating activities • Charting and graphing information • Categorizing and rank-ordering items • Getting closure on a task before moving on 	<p>Improvise</p> <p>You need to deal with risk/uncertainty by:</p> <ul style="list-style-type: none"> • Racing the clock • Innovating changes • Negotiating for shortcuts • Experimenting • Doing things at the last minute 	<p>Build</p> <p>You have a knack for:</p> <ul style="list-style-type: none"> • Tackling projects • Constructing things that last • Making mechanical contraptions • Forming protective environments • Dealing with hardware and handling equipment
10				



What you Need to Avoid

	<p>Fact Finder</p> <p>Simplify</p> <p>Avoid the stress of having to:</p> <ul style="list-style-type: none"> • Write out all the details • Seek complex justifications • Provide historical evidence • Get into lengthy debates • Re-read all the fine print 	<p>Follow Thru</p> <p>Adapt</p> <p>Avoid the stress of having to:</p> <ul style="list-style-type: none"> • Follow rigid rituals • Put up with step-by-step procedures • Repeat yourself • Adhere to redundant systems • Be overly scheduled 	<p>Quick Start</p> <p>Stabilize</p> <p>Avoid the stress of having to:</p> <ul style="list-style-type: none"> • Deal with oddities • Frequently act on short deadlines • Respond immediately • Put up with surprises • Work with ambiguities 	<p>Implementor</p> <p>Imagine</p> <p>Avoid the stress of having to:</p> <ul style="list-style-type: none"> • Build physical models • Maintain mechanical equipment • Demonstrate the use of tools • Take apart technological things • Fix broken parts
1				
3				
4	<p>Explain</p> <p>Avoid the stress of having to:</p> <ul style="list-style-type: none"> • Prove every point • Argue over the facts • Get immersed in complexities • Oversimplify • Discard all traditions 	<p>Maintain</p> <p>Avoid the stress of having to:</p> <ul style="list-style-type: none"> • Initiate rigid systems • Make too many guarantees • Work without a sense of closure • Be responsible for integrating different points of view • Work without a plan 	<p>Modify</p> <p>Avoid the stress of having to:</p> <ul style="list-style-type: none"> • Change for the sake of change • Deal with the boredom of certainty • Frequently be in completely unfamiliar situations • Leap into many major changes at once • Take on too many competing deadlines 	<p>Restore</p> <p>Avoid the stress of having to:</p> <ul style="list-style-type: none"> • Build something that won't break • Use lousy equipment • Be literal about a solution • Present information without props or photos • Sit at a desk all day
6				
7	<p>Specify</p> <p>Avoid the stress of having to:</p> <ul style="list-style-type: none"> • Generalize • Jump to conclusions • Give yes or no answers • Answer off the top of your head • Decide without prioritizing reasons 	<p>Systematize</p> <p>Avoid the stress of having to:</p> <ul style="list-style-type: none"> • Disrupt your plans • Exceed your budget • Put up with too many interruptions • Start a project without listing essentials • Deal with too many things happening at once 	<p>Improvise</p> <p>Avoid the stress of having to:</p> <ul style="list-style-type: none"> • Conform • Avoid potential risks • Stick with the script • Work toward known outcomes • Edit your many ideas 	<p>Build</p> <p>Avoid the stress of having to:</p> <ul style="list-style-type: none"> • Sit still for long periods • Work without the right tools or materials • Talk about how you're making things work • Use unnatural or unrealistic materials • Work without time to do a quality job
10				