

Personality Profiling Tips – D style - Eagle

“I never worry about action, but only inaction.” Winston Churchill

The D-style is the most direct of the four styles. D-styles can be competitive and are results oriented. As a result they can be blunt; some other personalities can label this as rude. Under pressure they can appear to have a lack of concern for others. They do not want to lose control. D-styles know what they want and they are efficient in the process to get there.



D-styles prefer to move fast, and get things done, now!! They like change and challenges. They make fast decisions and will be willing to take some risk along the way.

Some people may find D-styles to be impatient and overbearing. Their lack of small talk and interest in relationship building means that they appear more interested in getting on with the business than chatting.

They are often not very good listeners. They don't mind if you are direct with them and repeat important information; they would rather you confronted them on an issue than walked away because they didn't listen well. Their action is fast. They respect people who stand their ground.

Motto: I did it my way.

Focus: Actively controls tasks and things.

Under pressure – Lack of concern. This refers to D-styles' tendency to overlook how their actions and behaviours affect others.

Fear – Loss of control. This refers to D-styles' desire to be in charge. They do not want to give up control.

Favourite question: What? (What is the bottom line? What is in it for me? What can I achieve?)

Communication Style:

- He/she talks and expects others to listen
- Expresses own opinions as facts that need no further discussion
- May be blunt and challenges others
- Interrupts others mid sentence
- May be Loud and also Fast in their communication
- Prefer emails/texts and other fast forms of communication that don't involve wasting time.

Communicating with a D-style, remember to:

Show that you are strong but also that you also respect his/her strength. Summarise the main points that you have discussed and agreed upon. Focus on the topic, don't waffle. Justify your opinions to him/her. Be very systematic and concise in what you say. Offer him/her other topics of discussion but let them decide what to talk about. Create a friendship that he/she can control.

To develop the relationship with a D-style:

Do not pretend to him/her that your relationship is any closer than it actually is. Do things for him/her, but never without their knowledge. Be friendly, but don't be afraid to state your opinion. Always be punctual in everything, they do not tolerate late.

What NOT to do with D-style:

Do not be more friendly than he/she is. Do not talk for too long - let him/her control how much you talk. Be careful not to be too personal unless he/she gives you permission to be. Do not try to sweet talk him/her. Be careful that the conversation does not get side-tracked. Never offer him/her only one option - let them decide.

Moving the relationship forward with D-style:

Don't expect warm fuzzies, or deep and meaningful conversations. They have a low need for relationships but will come hunting for you when they need you. Find out what you can agree upon because there will be a few areas that they disagree on and won't be persuaded otherwise.