

## The "D" Behavior Type - Dominance

"D" behavior types are focused on action and getting results

"D" types are naturally talented for, and tend to gravitate toward, positions of high power and to careers where they can exercise considerable control over themselves and others

President or CEO	Politician	Policeman/woman
Military Officer	Executive	Senior Manager
Entrepreneur	General Contractor	Chief Administrator
Developer	Lawyer	FBI Agent

"D" types, at their best, are trailblazers, innovators and leaders - but, at their worst, they can be dictators, bullies and loudmouths

"D" types are likely to:

- feel they have absolute control over their environment
- enjoy competition and facing challenges
- get lots of things done each day
- take risks and challenge the status quo
- get angry quickly; but, also, get over it quickly
- prefer being in charge
- shun people who resist change
- be bold about "telling it like it is"
- object to being told what to do
- be impatient with people who "waste time" by planning ahead
- set high performance standards (for themselves and others)
- be confident in their ability to produce results
- break the rules
- make quick decisions
- not hesitate telling people when they feel they are wrong
- easily become bored
- be overly blunt (and oblivious to the feelings of others)

"D" types excel at:

- being bold and adventurous
- functioning in competitive environments
- taking on challenges
- getting things done (on their own or as leaders)
- leading a team toward achieving goals or beating the competition

"D" types are motivated by:

- competition and "winning"
- being in charge
- taking on new opportunities and challenges
- being able to control their destiny
- having the authority to determine how things are done
- functioning in a rapid-paced, results oriented environment
- "success"

"D" types are discouraged by:

- questioning them about their decisions
- being placed in a position where they lack the power and authority to impact results
- restricting them to routine or repetitive tasks

- being put in a position of vulnerability
- limiting their access to necessary resources
- being monitored closely or micromanaged

#### **Under stress “D” types may:**

- quickly make irrational and reckless decisions
- be overly blunt, rude or verbally abusive
- erupt in anger
- become extremely demanding and critical of others
- “blow up” if they don't get their way
- tend to become bullies and “run over” people

#### **To achieve their greatest potential “D” types should:**

- seek the input of others and demonstrate that they value their opinions
- step back and consider potential outcomes before making critical decisions
- make an effort to explain their reasoning and gain “buy-in,” rather than simply stating decisions
- cultivate a higher level of tolerance and patience
- develop greater appreciation for the value of cooperation
- cultivate an increased sensitivity for the feelings of others

#### **Recognizing the “D” behavior type**

- they are extroverted, self-confident and forceful
- they are focused on tasks and results much more than people
- they are risk-takers
- they are usually impatient and “in a hurry”
- they like to take control of discussions and meetings
- they tend to be highly active and results oriented
- they often speak loudly and interrupt others
- they get “to the point” quickly

#### **The best ways to interact with a “D” behavior type**

- give them plenty of freedom and permit flexibility in how to get the desired results
- be well prepared, present documentation and materials without “small-talk” or wasting time
- you can challenge their goals or strategies but avoid making a personal affront
- be sure to clearly define the available resources and limits of their authority
- get to your point quickly and identify the required, bottom line results
- keep your resolve and don't back down when they attack
- involve them in developing strategies and goals

#### **What to avoid when interacting with a “D” behavior type**

- don't expect them to be patient
- don't waste their time
- don't engage in idle conversation
- don't assume that they listened to, or heard, what you said
- don't tell them what to do or how to do it
- don't expect them to “read” your feelings or unspoken sentiments
- don't try to develop a “friendship” or relationship on a personal level
- don't be casual in your approach

