

The "S" Behavior Type - Steadiness

"S" behavior types are focused on relationships and processes

"S" types are naturally talented for, and tend to gravitate toward, positions where they can specialize in a particular discipline and to careers where they can participate as part of a team

Financial Adviser	Social Worker	Family Doctor
Nurse	Community Service Advocate	Teacher
Professional Assistant	Secretary	Insurance Agent
Librarian	Customer Service Rep	Psychologist

"S" types, at their best, are arbitrators, mediators and pacifiers, but, at their worst, they can be martyrs, victims, and losers

"S" types are likely to:

- enjoy helping other people
- stick with the way things have always been done
- shy away from the spotlight and notoriety
- prefer sticking with a single project from beginning to completion
- work at a steady pace and be a reliable contributor
- be extremely loyal
- be very patient
- believe that they have little control over their environment or circumstances
- provide comfort, sympathy and friendship to others
- excel at being good listeners and supporting team players
- prefer a stable, harmonious environment
- dislike conflict
- be uncomfortable with modifications in processes or procedures
- avoid and/or resist change

"S" types excel at:

- listening to and sympathizing with others
- being responsible, trustworthy and hardworking team members
- soothing tensions, and stabilizing troubled environments
- building relationships with other people
- being steady, tolerant and persistent

"S" types are motivated by:

- working with a small group of people where they can develop long-term relationships
- having clearly defined rules and expectations, which rarely change
- cooperating with others as team players
- working in a stable, harmonious environment
- maintaining the status quo
- being acknowledged for their hard work, service and loyalty
- focusing on one task at a time

"S" types are discouraged by:

- being around competitive, forceful or antagonistic people
- subjecting them to criticism or allowing other people to receive credit for their efforts
- being judged or accused unfairly
- forcing them to make quick decisions or implement rapid change
- being in a situation where they lack the support of managers or coworkers
- forcing them to deal with abrupt or unexpected change

Under stress “S” types may:

- become overly critical of themselves
- withdraw from taking any initiatives to move forward (passive resistance)
- feel that even constructive criticism of their work is a personal affront
- shut down emotionally and become uncommunicative
- mislead managers by making them believe, falsely, that they will comply
- stubbornly resist even positive change
- wait for someone to tell them what to do, out of spite
- try to convince others they are victims or martyrs
- become frustrated and give up

To achieve their greatest potential “S” types should:

- adapt a more flexible approach to their daily schedule, tasks and routines (the world won't end)
- become more assertive in their communications and develop the ability to stand up for themselves
- learn to embrace changes in their environment and processes
- recognize that other people can't read their mind or know what their feeling unless they tell them
- be less accommodating of others wants and needs (better prioritization skills)
- become more decisive and expedite their decision-making processes

Recognizing the “S” behavior type

- they prefer to participate as supporting team members, not as a leaders
- they speak slowly and casually
- they tend to be reserved, indirect and informal
- they like working with others in smaller more intimate groups
- they are excellent listeners, (people feel comfortable “opening up” to them)
- they rarely display their emotions openly
- they place a high importance on other people and relationships
- they wish to preserve harmony and stability, at almost any cost

The best ways to interact with an “S” behavior type

- chat with them frequently - in a calm and friendly fashion
- encourage them to initiate tasks on their own
- let them know they can try something new, without being fearful about the outcome
- open conversations in a personal way before “getting down to business”
- help them learn how to better schedule/manage their time
- encourage them to express their thoughts and ideas, and participate more in meetings
- whenever possible, give them advanced notice and plenty of time to adjust to changes
- show them that you care about them personally

What to avoid when interacting with an “S” behavior type

- don't subject them to unfriendly, hostile or unstable environments
- don't isolate them from others
- don't ignore them (express an interest in them personally)
- don't force changes on them quickly
- don't question their commitment or loyalty
- don't make them feel you are attacking them personally when addressing issues

