

General Characteristics

- Nancy requires many good reasons, as well as the benefits involved, before agreeing to making changes.
- She succeeds through hard work and persistence. She likes to stay with one task until it is completed.
- Nancy often thinks over major decisions before acting.
- She can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties.
- She prefers to plan her work and work her plan. Others may find it refreshing to have her on their team.
- She is persistent and persevering in her approach to achieving goals.
- Nancy likes a friendly, open style of communication.
- She likes to know what is expected of her in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues.
- She is quick to pick up on group dynamics and skilled in fitting in with a group. She brings both speaking and listening skills to the group.

Communication Tips

- Be sincere and use a tone of voice that shows sincerity.
- Support your communications with correct facts and data.
- Use scheduled timetable when implementing new action.
- Be prepared.

Ideal Work Environment

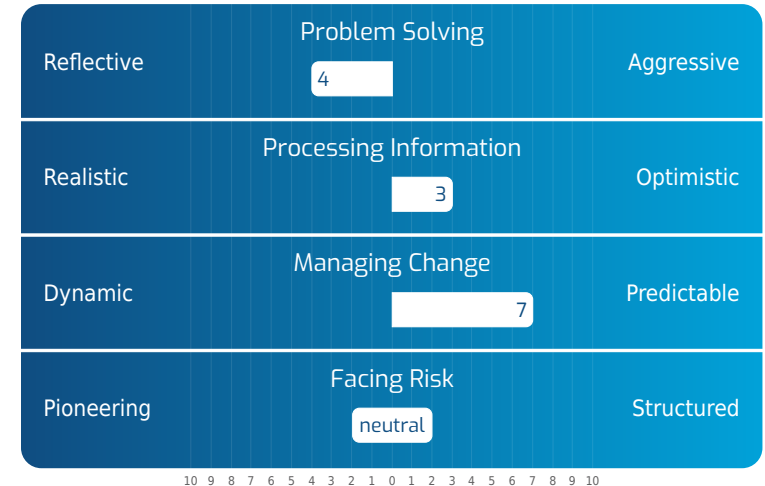
- An environment in which she may deal with people on a personal, intimate basis.
- Little conflict between people.
- Practical procedures.
- A stable and predictable environment.

Communication Barriers

- Don't be haphazard.
- Offer assurance and guarantees you can't fulfill.
- Patronize or demean her by using subtlety or incentive.
- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.

Keys to Motivating

- Operating procedures in writing.
- Safety procedures.
- High quality work standards.
- A leader who follows the organization's policies.



Legend: Natural Strengths

