Team Dynamics Viewer (LDP+)

12 Feb 2019

Personal Style Markers

While our responses may differ at times based on unique situations, most of us tend to reveal one of four profiles in common situations. We can typically recognize a profile (in ourselves and others) by observing specific markers. Identify the markers below for each profile and then review how each may differ in similar situations.
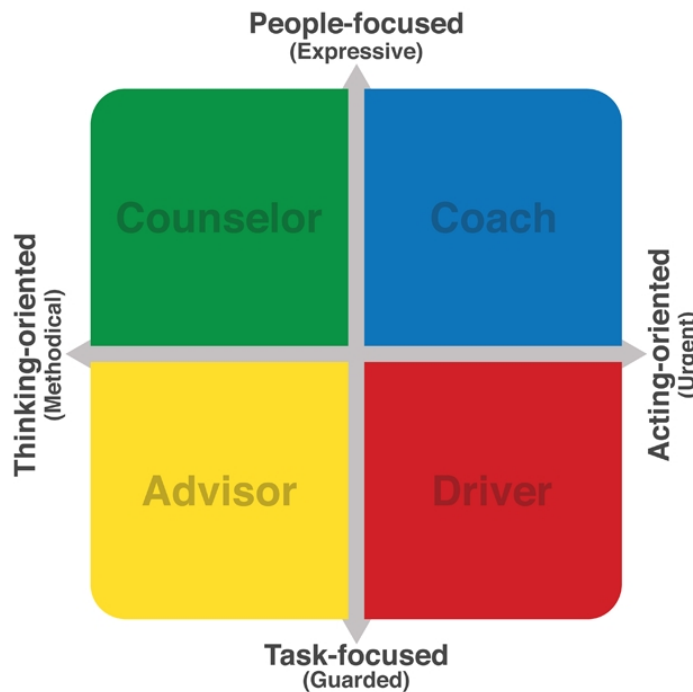
Counselor Profile

Counselors are best recognized for being: Thinking-oriented and People-focused. The key "markers" or behaviors of the Counselor Profile include:

Focus on nurturing others
Communicating with a warm, comforting style
Conflict handling by accommodating others' views
Delegating by "asking" others for participation
Planning through a careful, flexible approach
Recognition that is personal, private
Learning with careful, step-by-step reflection

Coach Profile

Coaches are best recognized for being: Acting-oriented and People-focused. The key "markers" or behaviors of the Coach Profile include:

Focus on networking
Communicating with charisma, dynamic style
Conflict handling by collaborating on solutions
Delegating by "selling" others on participation
Planning through a fluid, interactive approach
Recognition that is team incentive
Learning with active, "big picture" understanding

People-focused
(Expressive)

Thinking-oriented
(Methodical)

Acting-oriented
(Urgent)

Counselor

Coach

Advisor

Driver

Task-focused
(Guarded)

Advisor Profile

Advisors are best recognized for being: Thinking-oriented and Task-focused. The key "markers" or behaviors of the Advisor Profile include:

Focus on knowledge and understanding
Communicating with a reserved, formal style
Conflict handling by identifying compromises
Delegating by "teaching" the suggested approach
Planning through methodical, detailed preparation
Recognition that is private, objective
Learning with careful, step-by-step reflection

Driver Profile

Drivers are best recognized for being: Acting-oriented and Task-focused. The key "markers" or behaviors of the Driver Profile include:

Focus on accomplishing
Communicating with a focused, intense style
Conflict handling by directly confronting the issue
Delegating by "directing" the course of action
Planning through an urgent, adaptive approach
Recognition that is individual incentive, competitive
Learning with active, "big picture" understanding

Leading Profile Matrix
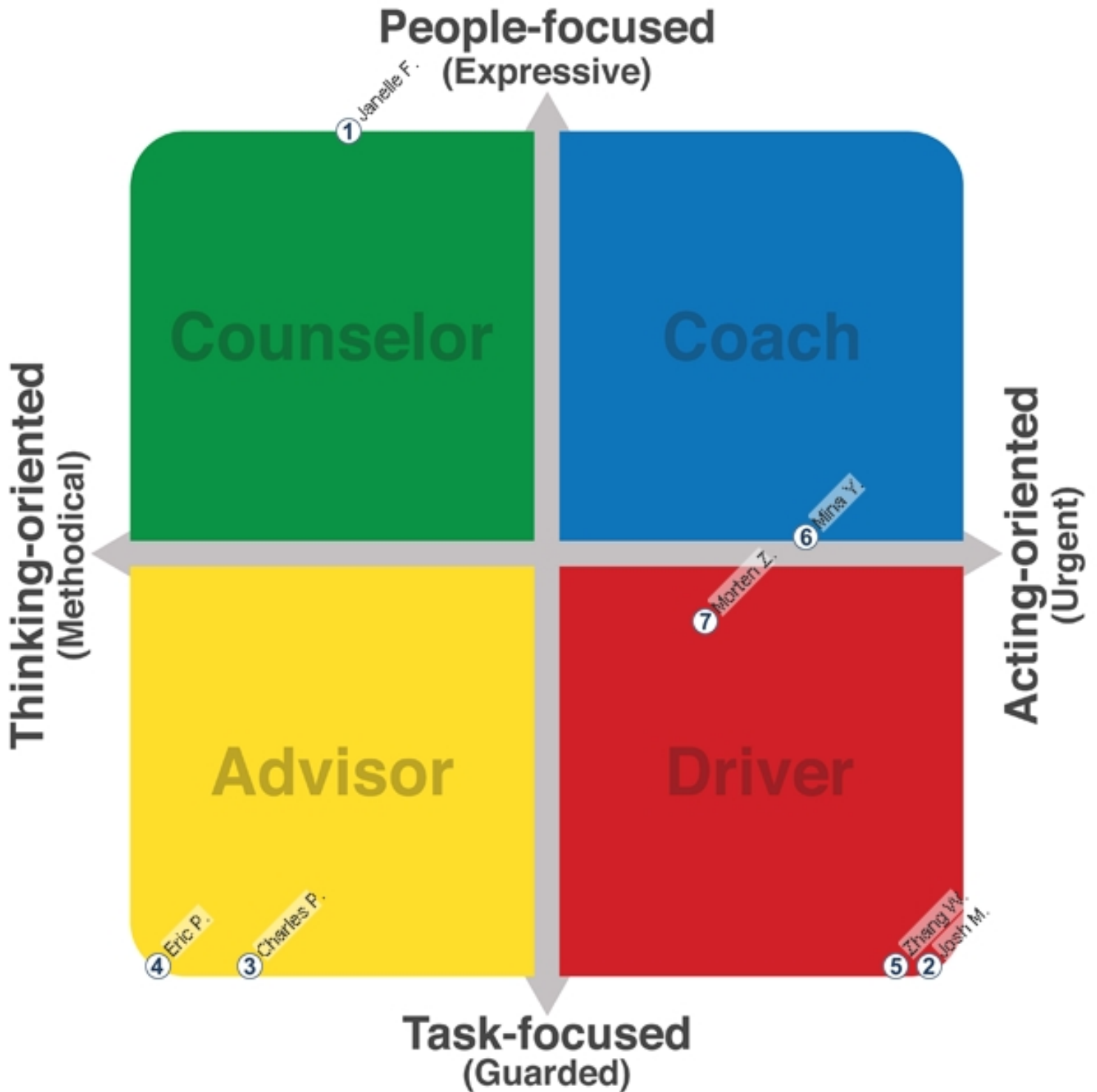
Participant Details

#	Name	Email	Style	Achievement Drive	Relational Drive
1	Fromm, Janelle	t.frangou5@pdtraining.com.au	Counselor	26	100
2	McKenzie, Josh	t.frangou4@pdtraining.com.au	Driver	96	1
3	Poulton, Charles	t.frangou2@pdtraining.com.au	Advisor	14	1
4	Poulton, Eric	t.frangou1@pdtraining.com.au	Advisor	3	1
5	Wei, Zhang	t.frangou6@pdtraining.com.au	Driver	92	1
6	Yu, Mina	t.frangou3@pdtraining.com.au	Coach	81	52
7	Zimbelist, Morten	t.frangou7@pdtraining.com.au	Driver	69	42

Contact Information

For more information regarding the Leading Dimensions Profile (LDP) or other products and services available to help you develop and coach high performers, please contact your LDC Affiliate:

ODi
orgdevinstitute.co
OrgDev Institute (ODi)
https://www.orgdevinstitute.co

Important Note

The information contained herein describes certain behavioral preferences and tendencies derived from the participant's self-reporting. While such patterns of behavior tend to be consistent over time, these can change based on circumstances beyond the scope of what has been measured by this survey. Therefore, this information does not represent a comprehensive measure of psychological traits, nor does it claim to represent a prediction of future behavior. No part of this information is intended to convey a psychological, medical, or psychiatric evaluation, and in no way is this information intended to convey an evaluation of employability. This information is intended to provide insight that is useful in coaching, team-building, and other aspects of professional development and training. No employment decision should be made based, in whole or in part, on the results contained herein, and no indication of suitability for employment should be inferred or implied based on the Leading Dimensions Profile (LDP).