

1) Three Rules to Remember About Travis Alderman:

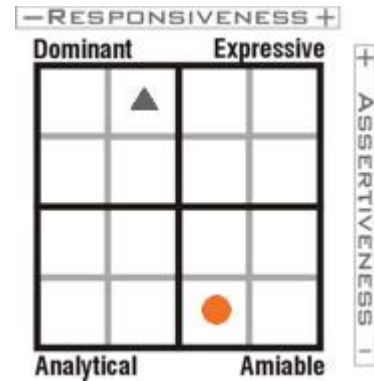
- Give them time and space.
- Give them specifics in a soft tone of voice.
- Define the parameters of tasks fully before they begin.

2) Tell These Things to Travis:

Take me seriously, not personally.
 I think and speak quickly. Let me know if I need to slow down.
 Don't be afraid to verbalize your needs, ideas and concerns.
 Give me the bottom line first, then supporting details if I ask for them.

3) Remember When Working With Travis:

Your decisiveness can appear to be arrogance to others.
 Sometimes you'll need to explain your decision-making process.
 Work relationships are important; please make an effort to be friendly with your co-workers.
 Guard against being totally task-focused; others may interpret it as a lack of caring.



● About: **Travis Alderman**
 Amiable/Analytical
 ▲ Requested By: **Kane Pitman**
 Dominant/Expressive

4) Priorities

Maintaining a pleasant atmosphere
 Being accurate and thorough
 People first - tasks second
 Staying out of trouble
 Avoiding abrupt changes
 Maintaining order
 Reducing stress

5) Follow Through

Dependable
 Obtains facts before proceeding
 Desires detailed instructions
 Needs encouragement to meet deadlines
 Tries to meet others' expectations
 Becomes highly focused on tasks

6) Conflict Resolution

Tries to avoid conflict
 Encourages patience
 Makes indirect suggestions
 Tries to resolve tensions
 Tries to avoid damaging relationships

7) Decision Making

Likes long-range solutions
 Wants to achieve consensus
 Needs time to make decisions
 Does not want to compromise standards
 Offers suggestions
 Wants team involvement
 Prefers clearance through proper channels

8) Motivations

Providing expertise to others
 Receiving documented recognition
 Being recognized for thorough work
 Receiving sincere acceptance of ideas
 Making tasks fun for others

9) Constructive Criticism

Prefers news in an unthreatening manner
 Accepts accurate accusations
 Has difficulty justifying actions
 Wants to discuss situations fairly
 Does not implicate others
 Holds grudges when they feel it is justified

10) Potential Difficulties

May have trouble delegating and may not really let go of tasks that do get delegated.
 Might waste time re-checking work because of drive for perfection.
 May hesitate to act on their own initiative, preferring to wait for orders from above.
 May give in to antagonism but might hold a grudge if forced to give up an original idea.
 Things to Work On: meeting challenges directly; avoiding conflict at all costs; slow-paced.

11) Behavior at Work

Conservative
 Stable
 Meticulous
 Conscientious
 Checks and re-checks work
 Always finds something to do
 Does things by the book

1) Three Rules to Remember About Kane Pitman:

Take them seriously, not personally.
 When communicating, start with the bottom line.
 Don't fence them in; give them freedom to work their way.

2) Tell These Things to Kane:

We process information differently; I'm methodical and detail-oriented.
 Developing a good working relationship with you is important to me, as well as the work you do.
 I'm a team-thinker; I like to involve others in decisions.
 Accuracy is important to me; I like getting things done right the first time.

3) Remember When Working With Kane:

Remember to stay on track; don't be distracted by details.
 Be more assertive with task-focused people.
 Maintain your relationships but don't forget that work is the first priority.
 Make direct eye-contact and speak up to raise assertiveness.



● About: **Kane Pitman**
 Dominant/Expressive
 ▲ Requested By: **Travis Alderman**
 Amiable/Analytical

4) Priorities

Reaching goals
 Achieving measurable results
 Moving up the ladder
 Removing obstacles
 Moving with determination
 Pushing self and others

5) Follow Through

Acts quickly when challenged
 Takes pride in abilities
 Dislikes others checking up
 Never gives up
 Works with determination
 Hates trivialities
 Does most important tasks first

6) Conflict Resolution

Is concerned with achieving goals
 Uses factual and emotional persuasion
 Expects quick correction
 Offers direct resolutions
 Wants control of the situation
 Is tough on failure

7) Decision Making

Reaches decisions quickly
 Takes a leadership role
 Attacks problems aggressively
 Wants quick results
 Takes smart risks
 Considers both facts and gut feelings
 Consults with respected leaders and experts

8) Motivations

Receiving enthusiastic encouragement
 Being challenged
 Competition
 A "Never say die" environment
 Having an aggressive example to follow
 Receiving expert advice
 Being given peer recognition

9) Constructive Criticism

Prefers a direct and candid approach
 Doesn't skirt issues
 Dislikes public confrontation when discipline is involved
 Firmly justifies actions
 Changes quickly when in agreement
 Expects and holds no grudges
 Has an open-minded attitude

10) Potential Difficulties

May have underdeveloped delegation skills due to a drive for quick results.
 Might try to take on too much alone and may unreasonably expect similar efforts from others.
 Communication may be too brief and may be accompanied by expectation of full understanding.
 May base decisions on a one-sided viewpoint, may need work on being objective.
 Things to work on: underdeveloped listening skills; long-range and big-picture planning; and impulse decisions.

11) Behavior at Work

Assertive
 Unshakable
 Persistent
 Confident
 Dislikes public discipline
 Acts directly and candidly
 Has an open-minded attitude