

UNIQUE TRAITS
These characteristics are unique to the type

Pioneer

Outgoing
Detail-Averse
Spontaneous
Risk-Seeking
Adaptable
Imaginative

P I

Build Relationships
Prefer Teamwork
Express Emotions
Display Flexibility
Trust People & Ideas

Diplomatic
Empathic
TEAMER
Traditional
Relationship-Oriented
DREAMER
Intrinsically Motivated
Non-Confrontational

Integrator

P D

Embrace Risk
Decide Quickly
Brush Off Mistakes
Call The Shots
Try It Out

SHARED TRAITS
These tendencies are observed in both adjacent types

Driver

Quantitative
Logical
COMMANDER
Focused
Competitive
SCIENTIST
Experimental
Deeply Curious

D G

Build Spreadsheets
Value Individual Work
Contain Emotions
Display Discipline
Question People & Ideas

Methodical
Reserved
Detail-Oriented
Practical
Structured
Loyal

Guardian

I G

Tolerate Risk
Deliberate Decisions
Internalize Mistakes
Make It Happen
Trust the Tried & True

OPPOSITE TYPES
Opposite types represent two ends of a spectrum and thus, by definition, have the least in common

