

A short summary on how best to coach the Individual in up to four different areas.

## JOHN PUBLIC:

In *working with others*, he is straightforward; he is primarily independent, and given to a few close, personal relationships.

When *giving or accepting direction*, he likes to have some autonomy in his schedule; he is self-assertive. He enjoys debate and active, participative discussion.

As to *competitiveness and stamina*, he places significant value on rewards and trophies. Energetic, sometimes intensely so, he can persevere, but is also prone to impulsive energy-wasting. Critical, especially of self, he measures his worth through his accomplishments.

When *organizing or planning*, he can deal with change best if he is one of those who instigates it; he must maintain a sense of personal freedom. Generally decisive and matter-of-fact, weightier issues lead him to worry.

## Suggestions for coaching JOHN PUBLIC:

Keep communications direct and impersonal. Be as straightforward as possible when giving praise, almost matter-of-fact. *Esteem*

- \* Capitalize on his willingness to play devil's advocate. *Acceptance*

Arrange activities in priority, and then use broad rather than close control. *Structure*

- \* Keep debates controlled and positive. *Authority*

- \* Use rewards and trophies both as incentives and as strict controls to increase performance. *Advantage*

Keep busy with definite activities. *Activity*

Provide some difficult but definite goals. *Challenge*

- \* Include him in the planning process prior to implementing changes. *Change*

- \* Steer away from situations that are confining, restrictive or regulated. *Freedom*

Offer suggestions and friendly assistance when he is dealing with matters of consequence. *Thought*

\* Particularly significant; may impact other areas

