

Blind Spot Profile Matrix

	<i>Feelings First</i>	<i>Ideas First</i>	<i>Instincts First</i>
<i>Extroverted</i>	Optimistic Image-Oriented Producers	Energetic New-Direction Risk Takers	Assertive Get-It-Doners
<i>Interpersonal</i>	Warm Relationship Builders	Practical Questioning Loyalty Builders	Responsible, High-Standards Builders
<i>Introspective</i>	Sensitive Perceptive Creators	Reserved Analytical Strategists	Instinctive Conflict-Avoiding Diplomats

Blind Spot Profile Matrix

Optimistic Image-Oriented Producers

- *Quick Thinking Style*: reads feeling first; *Quick Feeling Style*: extroverted
- *Greatest Personal Strength*: high-energy multitasker, produces many projects valued by others.
- *Potential Blind Spots*: Constant multitasking can lead to disorganization and indecision. When pressured can become distant and alienate others.

Energetic New-Direction Risk Takers

- *Quick Thinking Style*: reads ideas first; *Quick Feeling Style*: extroverted
- *Greatest Personal Strength*: Constantly initiating new ideas. Enthusiasm creates energy and excitement.
- *Potential Blind Spots*: Lack of self-disciplined follow-through on ideas can lead to failure. When feeling boxed in by structure, can become irritable, blaming, and lose memory for recent events and decisions.

Assertive Get-it-Doners

- *Quick Thinking Style*: reads instincts first; *Quick Feeling Style*: extroverted
- *Greatest Personal Strength*: Knows how to get things done.
- *Potential Blind Spots*: Can become too confrontation or bossy. When unappreciated can become suspicious and mistrustful.

Warm Relationship Builders

- *Quick Thinking Style*: reads feelings first; *Quick Feeling Style*: interpersonal
- *Greatest Personal Strength*: Innate understanding of the feelings and needs of others.
- *Potential Blind Spots*: When feelings not reciprocated appropriately, they can withdraw and focus on their personal shortcomings. Can try to avoid negative feelings by becoming manipulative to get the appreciation they desire.

Practical Questioning Loyalty Builders

- *Quick Thinking Style*: reads ideas first; *Quick Feeling Style*: interpersonal
- *Greatest Personal Strength*: uses intellect to test the dependability and trustworthiness of organizations and people they work with.
- *Potential Blind Spots*: Can work so hard to test the trustworthiness of a person or organization that they lose confidence and put off decisions.

Blind Spot Profile Matrix

Responsible High-Standards Builders

- *Quick Thinking Style*: reads instincts first; *Quick Feeling Style*: interpersonal
- *Greatest Personal Strength*: Innate self-discipline and standards for doing the right thing for the organization.
- *Potential Blind Spots*: In pursuit of goals can become too serious and overly responsible. Can become distant, angry, aloof, and inflexible when too focused.

Sensitive Perceptive Creators

- *Quick Thinking Style*: reads feelings first; *Quick Feeling Style*: introspective
- *Greatest Personal Strength*: Uses perception to find unique, creative ways of contributing to others and understanding the emotional needs and state of people and organizations.
- *Potential Blind Spots*: Can become too emotionally focused and ignore social expectations. Can overwork and become ill.

Reserved Analytical Strategists

- *Quick Thinking Style*: reads ideas first; *Quick Feeling Style*: introspective
- *Greatest Personal Strength*: Insightful methodical ability to see both forest and trees.
- *Potential Blind Spots*: Can move too much into head and become distant and aloof. When pressed can become distracted and dictatorial.

Instinctive Conflict-Avoiding Diplomats

- *Quick Thinking Style*: reads instincts first; *Quick Feeling Style*: introspective
- *Greatest Personal Strength*: Uses perception to “walk in the shoes” of others and understand their needs. Makes excellent facilitators to bring a group together.
- *Potential Blind Spots*: Can become lost in other people’s needs to ignore their own. Avoids negative feedback.