

Driver Quadrant Controlled plus Telling

Persons with the Driving Styles all exhibit direct actions in interacting with others and their reactions toward new situations are swift and they will tend to reject inaction while showing least concern for relationships among those around them. In making decisions, they will seek options with probabilities and use logic to the extent that they can to arrive at conclusions. They will seek to improve any organization or project that they commit to if it is one of their own choice. They need to avoid making decisions based on inadequate information and they need to be ready to change or modify decisions. This will mean listening to ideas and suggestions offered by others. They prefer working in the immediate time frame thus they need to make sure that short term decisions do not impact negatively on the future. They have a preference for avoiding delegation unless circumstances require it. All drivers are organizers and will organize things that aid in memory of thoughts and ideas. Other things may be organized as well depending upon their sub-type. They are impressed by deeds and actions and not by status or titles and the ostentatious and fancy are disliked or not trusted generally. They will often miss non-verbal cues from other individuals, while paying more attention to words said than to the body language of the speaker.

Analytical Drivers Very Controlled / Mostly Telling ISTJ

(4.75% of Population) These individuals are the most private of all types. They have acquired appropriate interpersonal skills such that they mislead many into believing that they are far more outgoing than they really are. Dependable, their word is their bond. Duty, they are guardians of honored institutions. **Management Style**- They follow rules and procedures in a tidy, thorough manner and expect those working with and around them to do the same. When problems arise they will seek to find solutions by themselves or in conjunction with others as required. Organization around them is usually required.

Amiable Drivers Mostly Controlled / Mostly Telling ESTJ

(14.0% of Population) Individuals of this type are seen to the most masculine of all types with females within the type being seen as being conflicted about themselves. All are reality conscious and are natural administrators. They gravitate toward roles of leadership by being open and honest about where they stand and by being loyal to the institutions they represent. **Management Style**-They are grounded, organized, exacting, academically capable, gregarious, and socially appropriate. They tend to improve systems by tweaking them with small changes. They do not try to fix what is working adequately. If challenged in a leadership role, they can become difficult and non-listening. When not in management roles, they are doing their job well in furtherance of institution goals. New technology is preferential to new ideas.

25 % of the Population

MBTI Types xxTJ

Driving Drivers Very Controlled / Very Telling INTJ

(1.5% of Population) These individuals are the most self confident of all types. They are a builder of systems and an applier of theoretical models. If a system around them is not working well, they will look to find a better system beginning at the lowest level all the way to end use. That severe changes may be needed to implement a new plan is not of concern to them. They are also probably the least person oriented of all types. **Management Style** - They will make changes easily if changes are needed. Reality exists to be tinkered with or be reshaped. New ideas are readily sought to be examined and discussed-even loudly in arguments.

Expressive Drivers Mostly Controlled / Very Telling ENTJ

(4.75% of Population) Hearty, argumentative, and robust; they are born leaders. They have low regard for those whom they intimidate or refuse to argue with them. **Management Style** - They are impatient with inefficiency and waste. Everything needs to be done for a reason. They are gifted with superior language skills, they can come across as very arrogant and devastating to some. They are good organizers and can see overall objectives and not just the smaller sub-systems involved. There are gender issues and females experience many of same problems as their ESTJ counterparts. All ENTJs will have relationship problems with others at times. New ideas are preferred over new technologies.