# DIRT Temperament Survey

The DIRT Temperament Survey is designed to help collaborative partnerships work better by identifying strengths, weaknesses, and motivators.

## THE DOER

Doers are valuable to a team because they take initiative! They tend to be motivated by results. They are very interested in being direct and using time efficiently. This can result in communication being decidedly one way, though they are very good at initiating conversations. Emotionally, they tend to be detached and independent. Their decision making is somewhat impulsive and always goal oriented. When stressed they tend to be Autocratic.

<table>
<thead>
<tr>
<th>Strengths:</th>
<th>Weaknesses:</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Tendencies include:</strong></td>
<td><strong>Tendencies may include:</strong></td>
</tr>
<tr>
<td>• Getting immediate results</td>
<td>• Insensitivity to others</td>
</tr>
<tr>
<td>• Making quick decisions</td>
<td>• Impatience</td>
</tr>
<tr>
<td>• Persistence</td>
<td>• Overlooks risks and cautions</td>
</tr>
<tr>
<td>• Solving problems</td>
<td>• Inflexibility and unyielding</td>
</tr>
<tr>
<td>• Taking charge</td>
<td>• Taking on too much</td>
</tr>
<tr>
<td>• Self-reliance</td>
<td>• Being inattentive to detail</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>The ideal environment includes:</th>
<th>Need others to provide:</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Many new and varied activities</td>
<td>• Sensitivity to needs of others</td>
</tr>
<tr>
<td>• Opportunity to get things done</td>
<td>• Caution, Details and facts</td>
</tr>
<tr>
<td>• Continual challenges</td>
<td><strong>Life development areas:</strong></td>
</tr>
<tr>
<td>• Difficult assignments</td>
<td>• Greater patience</td>
</tr>
<tr>
<td>• Freedom to act</td>
<td>• Sensitivity to the needs of others</td>
</tr>
<tr>
<td>• Control over situations</td>
<td>• Being more flexible</td>
</tr>
</tbody>
</table>
THE INFLUENCER

Influencers are valuable to a team because they influence others! They tend to be motivated by recognition, approval and visibility. They are very interested in the future, sometimes this leads them to rush on to the next exiting thing without finishing their current tasks first. They are enthusiastic communicators! They have a tendency to be one-way communicators, but they also inspire others. Emotionally, they tend to have highs and lows, they can be very excitable. Their decision making is often quick and intuitive. This results in many wins, but losses as well. When stressed they tend to attack.

Strengths:

Tendencies include:

• Optimism, Enthusiasm
• Being personable
• Making a good impression
• Being verbally articulate
• A desire to help others
• Creating an entertaining climate

The ideal environment includes:

• A friendly atmosphere
• Freedom from control and detail
• Opportunity to influence others
• Public recognition of ability
• Opportunity to verbalize
• Positive reinforcement and praise
• Enthusiastic responses to ideas

Weaknesses:

Tendencies may include:

• Lack of follow-through
• Over-selling, Over-estimating anticipated results, Misjudging capabilities
• Talking too much
• Acting impulsively
• Jumping to conclusions
• Over-committing

Need others to provide:

• Follow-through on detail
• A logical approach
• Concentration on tasks

Life development areas:

• Better control of time
• Objectivity in decision making
• Pausing before acting
THE RELATERS

Relaters are valuable to a team because they are great at building relationships! They tend to be motivated by being appreciated and building harmonious relationships. They are very interested in personal interactions, sometimes to the detriment of the task. They are great communicator and encourage two-way flow. They are also excellent listeners. Emotionally, they are warm and friendly. Their decision making process is somewhat slow, due to wanting input from others. When stressed they tend to acquiesce.

**Strengths:**

Tendencies include:

- Being supportive
- Being agreeable
- Loyalty, Self-control
- Consistency
- Being a good listener
- Performing established work patterns

The ideal environment includes:

- Sincere application
- Minimal conflict, Security
- Acknowledgement of work, Limited territory
- Traditional way of doing things
- Opportunity to develop relationships

**Weaknesses:**

Tendencies may include:

- Resisting change
- Trouble meeting deadlines, overly lenient
- Procrastinating
- Being indecisive
- Holding a grudge
- Being overly possessive
- Lack of initiative

Need others to provide:

- Stretch toward new challenges
- Help in solving difficult problems
- Initiative and change

Life development areas:

- Facing confrontation
- Initiating more, Increasing pace
THE THINKERS

Thinkers are valuable to a team because they focus on the details! They tend to be motivated by being right and producing quality work. They are very interested learning from past mistakes. They will often work more slowly to ensure accuracy. They are great listeners, especially when it relates to the tasks at hand. Emotionally, they are sensitive and careful. They often need a lot of evidence and are very thorough in their research before making a decision, sometimes this makes them seem reluctant to decide things. When stressed they tend to avoid.

**Strengths:**

Tendencies include:

- Orderliness
- Conscientiousness
- Discipline
- Preciseness
- Thoroughness
- Being diplomatic with people
- Being analytical

The ideal environment includes:

- Being able to concentrate on detail
- Opportunities to critique
- Stable surrounding
- An exact job description
- Opportunities for careful planning
- Time to do things right

**Weaknesses:**

Tendencies may include:

- Indecisiveness
- Getting bogged down in detail
- Rigidness on how-to's
- Avoiding controversy
- Low self-esteem
- Being hesitant to try new things,
  Sensitivity to criticism, Pessimism

Need others to provide:

- Quick decision making
- Reassurance
- Stretching of capabilities

**Life development areas:**

- Being more open
- Developing self-confidence
- Being more optimistic