

Supporting Family Styles

	DOMINANT	INFLUENTIAL	STEADY	CONSCIENTIOUS
What they want to accomplish	Creating results for self and others, control.	Building closeness and helping.	Providing a secure, stable family environment.	Prefer a non-emotional, predictable family environment.
What they don't like	Losing control, being taken advantage of.	Rejection, loss of approval.	Sudden changes, loss of security.	Criticism, lack of quality standards.
How they communicate	Direct, fast-paced, forceful, decisive.	Enthusiastic, positive, sociable.	Patient, predictable, cooperative, quiet.	Quiet, thoughtful, focused on accuracy, controlled, non-emotional.
Information needed to make decisions	How can the decision save time and achieve a faster results?	What will others think of the decision? How will it please or impact others?	How can the decision add stability? Will it result in improved consistency or security?	Why is this decision the most logical? Will it result in the best way forward?
How to support this style	Balance doing with being. Check urgency to ensure pacing and inclusion.	Respect that other's feelings are important. Open conflicts up for discussion.	Provide additional information as needed and acknowledge that calculated risks are often necessary.	Help them balance their need for perfect solutions with reality. Support shared learning (even failures).