

**Communication / Influencing Orientations**

Goal Oriented	Vision Oriented
<ul style="list-style-type: none"> <li>• Focus on details, data and driving results</li> <li>• Fast paced thinking and movement</li> <li>• Direct, brief, self-confident and forceful communication style</li> <li>• Action oriented</li> <li>• Motivated by success</li> <li>• Often experienced as impatient</li> </ul>	<ul style="list-style-type: none"> <li>• Creative “out of the box” thinking</li> <li>• Comfortable taking strategic risks</li> <li>• Collaborative focus</li> <li>• Charming, enthusiastic, friendly and optimistic communication style</li> <li>• Can be impulsive in action</li> <li>• Often lacking in follow-through</li> </ul>
Task Oriented	People Oriented
<ul style="list-style-type: none"> <li>• Rules, compliance and process focused</li> <li>• Analytical</li> <li>• Focused on “doing things right”</li> <li>• Values objectivity, reliability, accuracy and precision</li> <li>• Tendency to be quiet and reserved</li> <li>• Often focuses on micro-details</li> </ul>	<ul style="list-style-type: none"> <li>• Focus on building relationships, harmony and pleasing others</li> <li>• Values providing support and being perceived as reliable</li> <li>• Viewed by others as calm, patient, humble and an empathic listener</li> <li>• Can often be overly accommodating</li> <li>• Likes stability and can resist change</li> </ul>