

EXPLANATION

Your behavioural style matches that of an **ADVENTURER**. One way or another, you'll achieve your goals. Your no-nonsense approach ensures their success. You are predominantly task-oriented. Results matter more to you than maintaining personal relationships. You are the boss, and if people want to join you, then only on your terms. You exude confidence which always convinces people your ideas are right. You'd rather concentrate on the big picture. You are performance-driven and you're not interested in the detail or peripheral matters. You are competitive and you like influence and authority. In your pursuit of ever better and faster performance, you are willing to take risks. Regard this as signs of good 'entrepreneurship'.

When things are going well you are relaxed and helpful. You're always up for supporting others who in your view can make a constructive contribution. When you encounter resistance or inertia, you are outspoken and you will not allow yourself to be prevented from executing your tasks. When the end result is under threat, you'll take charge. You're not scared of confrontation and they'll see your dominant side. Your reputation is everything to you. You put energy into things you're good at. You solve problems and achieve your goals with grit and determination. You can get so absorbed in your work that you sometimes neglect yourself. You should listen to your body more often and take some rest. Otherwise you risk overdoing it.

Without control there can be no reliable leadership!

We have created a map of your behavioural and communication style based on the questionnaire you completed - this **PersonalMap**. The names of the towns, rivers, mountains and seas are all relevant to your behavioural style. You have put yourself on the map - literally!

You'll find the following three areas in your PersonalMap:

- The Landscape of my Behaviour
- How others might perceive you
- My Challenges

Landscape of my Behaviour

This part of the PersonalMap shows your behavioural style. The names of the villages, towns, mountains, rivers and roads in this area relate specifically to you. These are key words, and their meaning is obvious.



How others perceive you

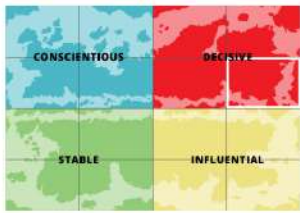
This part of the map shows how others might perceive your behaviour. You will recognise yourself in most of the keywords, but some may come as a surprise to you. It is possible that your behaviour is sometimes perceived differently by others to how you see yourself.

My Challenges

In this region the towns and villages are named after behaviour you sometimes exhibit, and that can work against you. It is not so much wrong behaviour, but 'ineffective' behaviour. The names of the blue-coloured towns in this region advise you how to deal with these 'pitfalls'.

This is useful, because if you're aware of your challenges you can act more efficiently!

Tips on how to read your map: find the towns you relate to most, and which areas you'd like to visit more often



PROJECTION: HERE AND NOW

0 100 200 300 400 500 600 700 800 900 1000

SCALE: 1:1 (ONE TO ONE)

MAPSTELL

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Relationship

PERSONALMAPPING ROUTE GUIDE

Sebastiaan Rompa

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1. INTRODUCTION

About MapsTell™

MapsTell helps to make human behaviour understandable and provides visual insight by literally putting people and groups on the map. Insight that enables people to maximise their own strengths, and to work better with others.

What is a behavioural style?

People can seem very similar, but of course, we are all very different. This is also true of our behaviour. While one person can be direct and enthusiastic, another can be quiet and hesitant. Where some work in a disorganised manner, others tackle issues with precision. We all do things our way. Whether it concerns questions and matters regarding your commercial activities, how you interact with others, how you manage others, your way of communicating, your strengths and weaknesses, or how others perceive you, all these aspects are highly influenced by your behavioural style. It explains a lot about your way of working, your interaction with others, how you learn new things and even in what way you play sports or how you behave when with others. So basically, a behavioural style influences all aspects of our existence.

What is PersonalMapping?

Based on the questionnaire that you completed, we have created a route guide of your behavioural and communication characteristics. In addition we have incorporated all of this information into a beautiful map: your PersonalMap. The names of the cities, rivers, mountains and seas tell you everything about your behavioural style. It also shows you how others perceive your behaviour and where your pitfalls and challenges lie. You get to know yourself and others (even) better! With PersonalMapping you literally put yourself on the map!

Important!

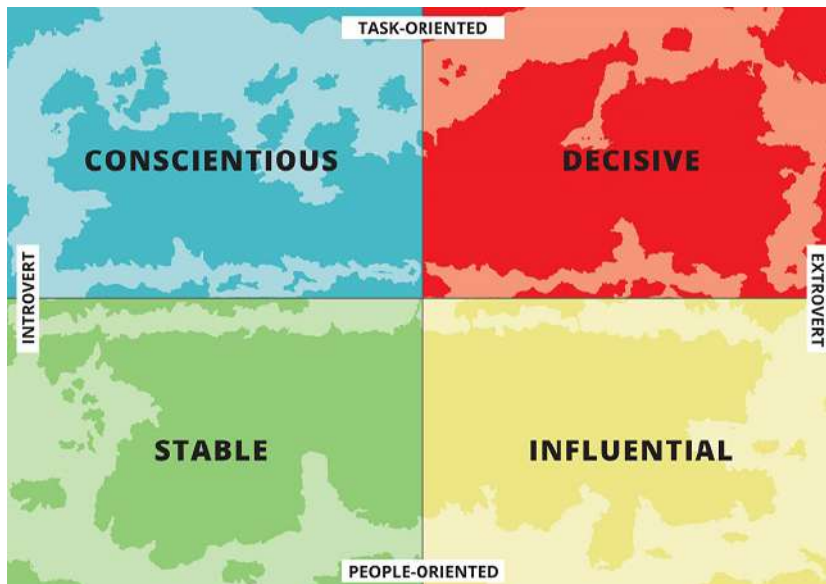
A PersonalMap only shows your behavioural style. We do not measure characteristics such as intelligence, competencies or emotions. It is the combination of all of these factors that makes each person unique. The fascinating thing about behavioural styles is that we encounter them daily in our interaction with others. One behavioural style is not better than another, hence a behavioural style is not an achievement or something you have to be proud of.

Why a map?

A map is transparent and much easier to read than the weighty reports which so often end up in a drawer, unread or only skimmed through. The maps developed by MapsTell show the landscape of your behaviour in a clear and accessible manner. It is a profile that can easily and quickly be shared with others.

What is PersonalMapping based on?

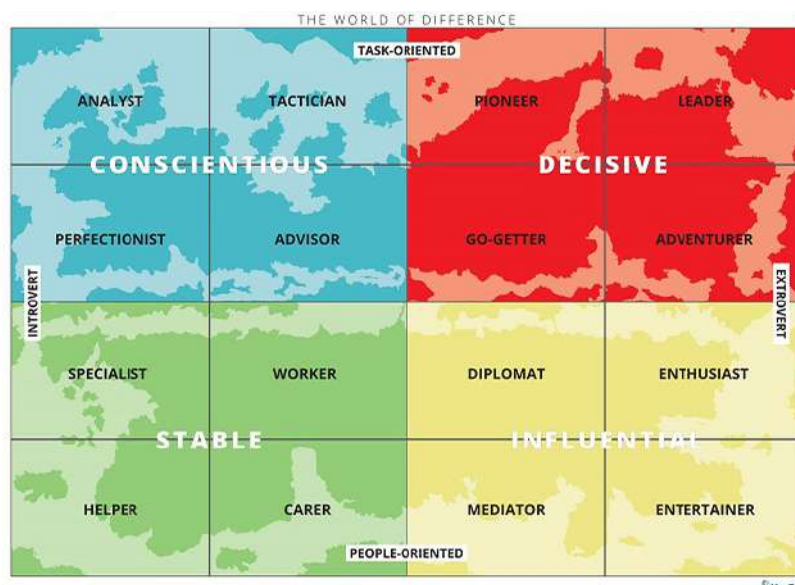
MapsTell products are modelled on the DISC model developed by William Marston. This model identifies sixteen different behavioural styles which can be grouped into four main Regions:



◀ The 4 Regions



◀ Key descriptors of the 4 Regions



◀ The 16 underlying behavioural styles

2. YOUR PERSONALMAP

Dear Sebastiaan,

Thank you for completing the questionnaire on our website. You have already seen from the explanatory film and your PersonalMap that your behavioural style is that of **ADVENTURER**. In this route guide, you'll find additional information about the various behavioural styles and your PersonalMap.

Before we go into this further, we would advise you to read the general information below. This will help you understand the context of this route guide and your PersonalMap even better.

How to read your PersonalMap

Your PersonalMap consists of the following four regions:

1. Landscape of my Behaviour;
2. How others perceive you;
3. My Challenges;

Before we go into more detail about your own personal characteristics, here is a short explanation of how to read and interpret these various regions on your PersonalMap.

1. Landscape of my Behaviour

This part of the PersonalMap shows your behavioural style. The names of the villages, towns, mountains, rivers and roads in this area relate specifically to you. These are keywords, and their meaning is obvious, like the town 'Driven' or the village 'Dare'. You and others will recognise much of yourself in this region.

2. How others perceive you?

In your PersonalMap you will find the region 'How others perceive you'. This part of the map shows how others, for example your friends, family or colleagues, might perceive your behaviour. You will recognise yourself in most of the keywords, but some may come as a surprise to you. It is possible that your behaviour is sometimes perceived differently by others to how you see yourself. This can be pleasant, or even to an extent surprising. But when you know how others perceive your behaviour, you can take this into account in the future!

3. My Challenges

In this region, the towns and villages are named after behaviour you sometimes exhibit, and that can work against you. It is not so much the wrong behaviour, but 'ineffective' behaviour. Towns like 'Tactless', 'Accusatory', 'Hasty' for example. The names of the blue-coloured towns in this region advise you how to deal with these 'pitfalls'. Like 'Listen' and 'Say sorry' or 'Take your time'. This is useful because, if you're aware of your challenges, you can act more efficiently!

PERSONAL MAP
SEBASTIAAN ROMPA



3. YOUR ROUTE GUIDE

Your behavioural style matches that of an ADVENTURER. One way or another, you'll achieve your goals. Your no-nonsense approach ensures their success. You are predominantly task-oriented. Results matter more to you than maintaining personal relationships. You are the boss, and if people want to join you, then only on your terms. You exude confidence which always convinces people your ideas are right. You'd rather concentrate on the big picture. You are performance-driven and you're not interested in the detail or peripheral matters. You are competitive and you like to have influence and authority. In your pursuit of ever better and faster performance, you are willing to take risks. Regard this as signs of good 'entrepreneurship'.

When things are going well, you are relaxed and helpful. You're always up for supporting others, who in your view can make a constructive contribution. When you encounter resistance or inertia, you are outspoken and you will not allow yourself to be prevented from executing your tasks. When the result is under threat, you'll take charge. You're not scared of confrontation and they'll see your dominant side. Your reputation is everything to you. You put energy into things you're good at. You solve problems and achieve your goals with grit and determination. You can get so absorbed in your work that you sometimes neglect yourself. You should listen to your body more often and take some rest. Otherwise, you risk overdoing it.

Without control, there can be no reliable leadership!

Characteristic of your style is your sometimes obsessive drive and unstoppable fighting spirit. You are focused on creating opportunities and taking up challenges. You are extremely charismatic, which is a huge asset in a commercial environment. You've got the gift of the gab and you are born as a charmer. This, combined with an element of recklessness and your performance-driven methods, ensures that you can sell with your eyes closed. It's no surprise that when it's needed, you are more focused on results than relationships, even though you remain attentive and where needed supportive of others. You are prepared to take risks where others give up, simply because you want to be the best. That makes you a little bit too much of an individualist and often competitive. You decide on your criteria and methods. Anything for success!

Collaboration can be a bit one-dimensional in your case: as long as everyone does what you want them to do, there's no problem. You decide who gets to do what and that's that! You are not interested in endless discussions or too much input from others, in fact, you don't like it all. "Let's just get on with it!" When it 'goes wrong' you are held responsible which doesn't bother you. You're prepared to pay that price. You are proactive and work at a fast pace. When you get your teeth into something you don't easily give up. You're very tenacious. Colleagues don't always find it easy to work with you as you are headstrong and performance-driven.



3. YOUR ROUTE GUIDE

For an ADVENTURER, the sky is the limit. You set sail for new horizons with a wide-open mind, in search of new adventures. Lack of knowledge or doubts won't hold you back, and if required, you won't hesitate to change course. Anything to ensure the project's success. Results are all that matter and anything else is secondary, so if things aren't going your way, or people aren't pulling their weight, you take immediate and uncompromising action. At times you are harsh and merciless in putting people in their place and you can be provoking in the way you speak to them. If things are going smoothly and according to plan, you'll be the kindness itself. As a manager, it is an art to find the right balance between leading and persuading.

You are, as stated previously, extroverted, task-oriented and ambitious, both in business and your private life. You try to keep track and to stay calm, but when things go too far, you take firm action and you can come across as tactless and very authoritarian. End of discussion and get on with it! The next day, you'll arrange to meet to clear the air and to explain what you stand for. That is refreshing, improving the atmosphere and benefiting working relationships.

On your PersonalMap you'll find a region called "How others perceive you?". The names in this part of the map refer to how someone with a different behavioural style sees you. To be clear, this is not how you are, but how you come across by someone else. Of course, this influences your self-image and it contributes to the way in which people interact and communicate with you.



4. KEY SENTENCES APPLICABLE TO YOUR BEHAVIOURAL STYLE

The following key sentences apply to your behavioural style.

- You demand quality and commitment from everyone
- You're very tenacious
- Your communication is to the point
- Provocation is part of the game to you
- You skillfully manage to avoid obstacles
- You're easily riled and stubborn
- Sometimes you only half-listen or just pretend to listen
- You have boundless energy and no mountain is too high
- You are candid
- After a tough discussion, you'll follow up with a personal conversation
- You don't have any time for excuses
- Sometimes you work 24 hours a day and you expect the same commitment from others
- Your leadership quality is not up for discussion
- At quiet times you are open to criticism
- The will to succeed makes you obsessive and even obstinate
- You work well under pressure
- A decision taken today means to take action today
- You are assertive, sometimes to the point of being pushy
- You are practical, astute and you see the big picture
- You act independent of others
- You are proactive and you are rational in your approach
- You are decisive and you ask the "what" question
- You use your time efficiently
- You are steadfast in your convictions
- You are prepared to take major risks
- You protect your reputation
- Your flair sometimes makes you reckless
- In your pursuit of success you are sometimes intimidating
- Adversity is an additional incentive for you to step up your efforts



5. USEFUL ADVICE

The following advices apply to your behavioural style.

- Be a little less stubborn and try to keep things in perspective
- Respect has to be earned
- Show your authority but be a little bit more subtle about it
- Be a bit less available, and don't be too much of an individualist
- In criticising others learn to accept criticism too
- You don't have to do everything yourself, delegate
- Not everyone is as astute as you, so explain things yet again, even if you find that hard
- Count to ten, take your time
- Take some advice sometimes, don't be obsessed by the need to succeed
- There are times when you need to be a little less assertive
- Intimidation leads to frustration
- Don't always interrupt, let others have a say
- Show your vulnerability and insecurity, that will be appreciated
- Don't take on too much
- Convince others without being pedantic

You likely recognise a lot of these descriptions and recommendations. After all, you notice it in everyday life and the way other people respond to you. The question is what you can do with all this information. In a way that is an easy one to answer, because when you know how someone else may see or perceive you, you can bear that in mind. Your PersonalMap and this route guide show not only you but others too, who you are and that mutual understanding and appreciation in everything we do, contributes to personal success and also guarantees that we as people interact in a much better way.



6 . YOUR MAP DIAGRAMS AND HOW TO INTERPRET THEM

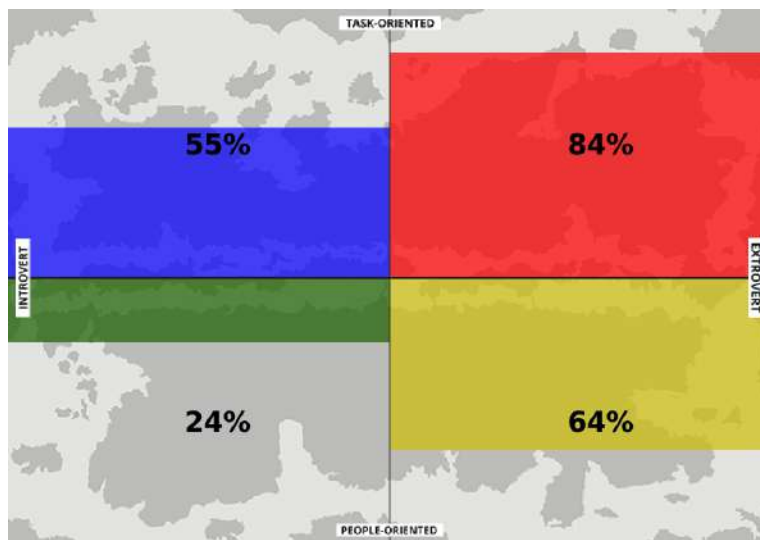
Based on the questionnaire you completed we have measured three aspects of your behavioural style:

1. Your Active style
2. Your Instinctive style
3. Your Reactive style

The data collected about these three behavioural aspects (Active, Instinctive and Reactive) are represented in three different map diagrams. The scores show the extent to which you match these three behavioural aspects.

1. Your **Active style** shows how you come across to others and the impression you would like to make. It shows your ability to adapt and your way of communicating. Your active style is determined by the varying situations in your direct environment and therefore changes all the time. Your Active style is shown in your PersonalMap

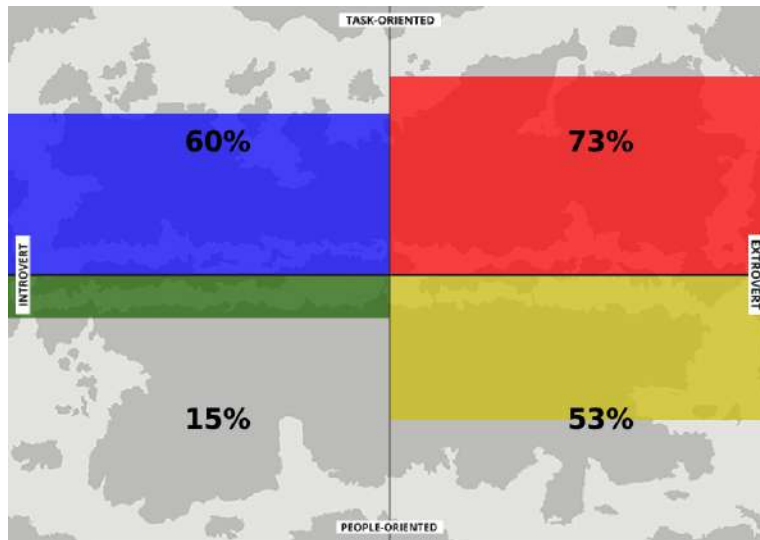
Your Active style matches that of an **ADVENTURER**.



◀ This is the map diagram of your Active style

2. Your **Instinctive style** shows how you naturally respond to unexpected situations or when you are put under pressure. You may therefore exhibit different behaviour to your Active style. What is interesting to know is that people under pressure often perform better!

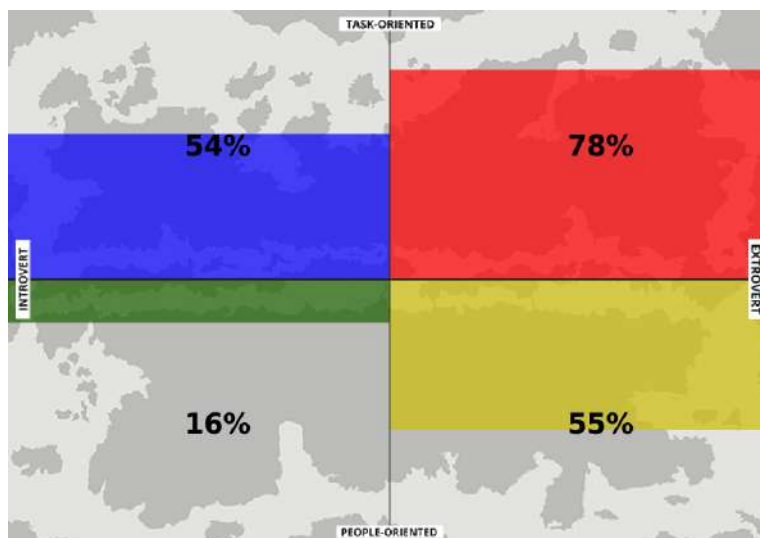
Your **Instinctive style** matches that of a **PIONEER**.



◀ This is the map diagram of your Instinctive style

3. Your **Reactive style** is a combination of the above two styles and shows how you react in a familiar environment

Your **Reactive style** matches that of a **ADVENTURER**.

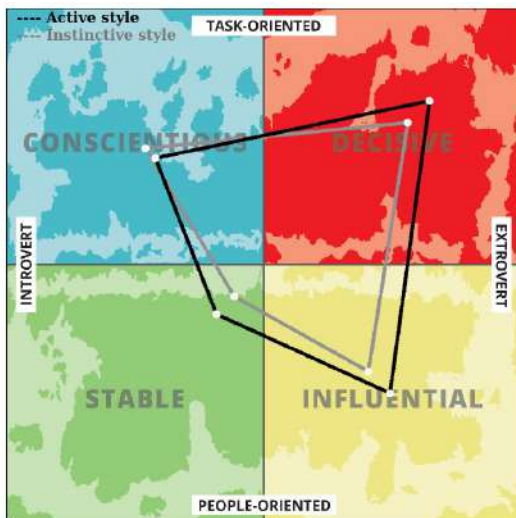


◀ This is the map diagram of your Reactive style

Your Areas of Tension

As you can see, there can be differences between your Active and your Instinctive styles. It is interesting to ask yourself the following questions:

- Where can I see my biggest tension?
- What takes me a lot effort?
- What could or would I like to change?



7 . AND FINALLY

We hope that after reading your route guide and studying your PersonalMap, you have gained a better insight into your behavioural style and that this knowledge will contribute to achieving your goals, plans and ambitions. We believe that the route to success lies in self-knowledge and understanding of others. We would therefore advise you to read on about the various behavioural styles, and the relationship and communication tips.

Sebastiaan, many thanks again for your time!

With kind regards,

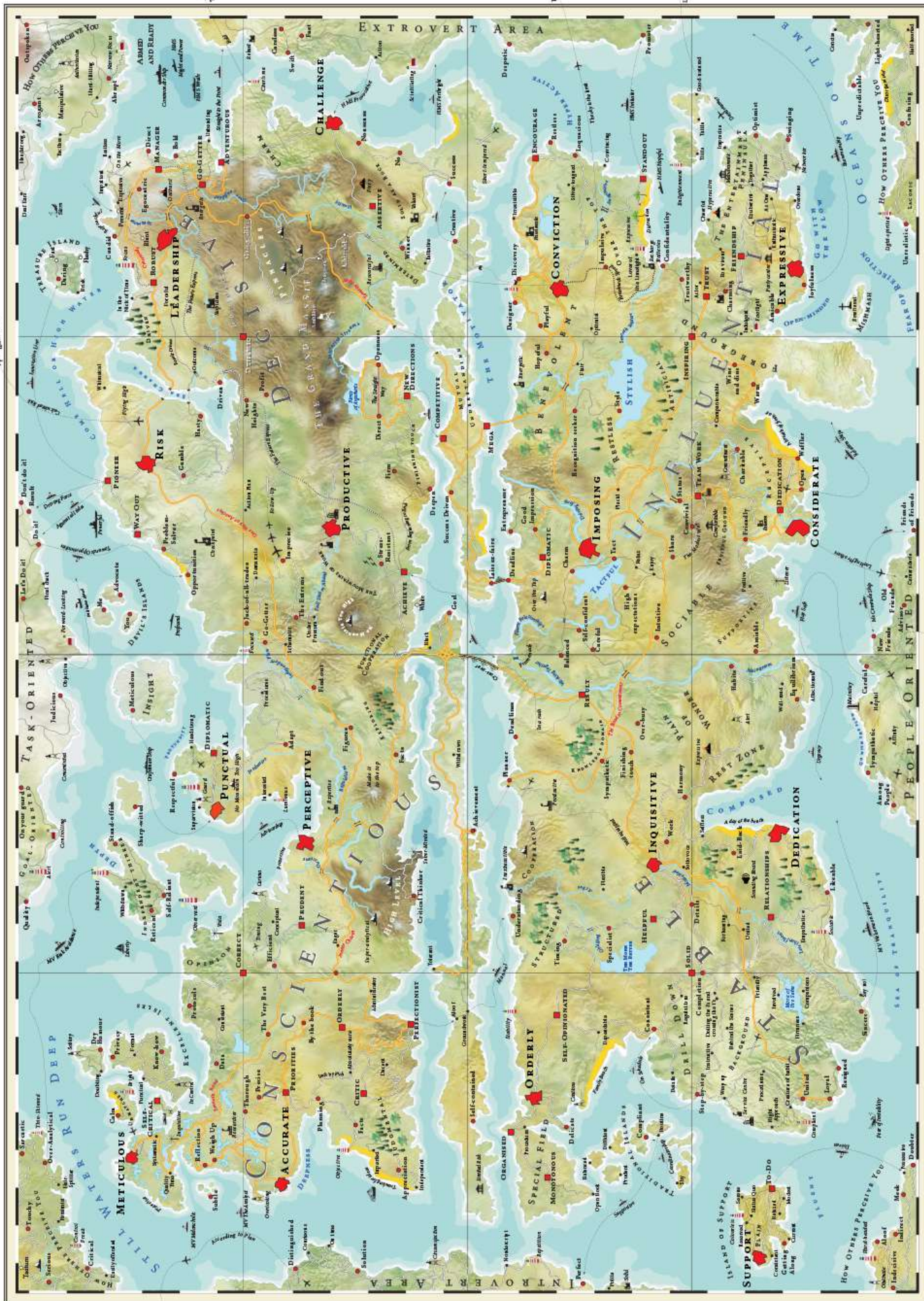
The MapsTell Support Team

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THE WORLD OF DIFFERENCE

LANDSCAPES OF OUR BEHAVIOUR



DESCRIPTION OF THE SIXTEEN BEHAVIOURAL STYLES

In your everyday interaction with others, you are dealing with other behavioural styles. Here is a brief outline of these sixteen behavioural styles.

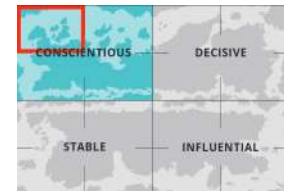
Analyst (Cc)

Characteristics:

- Logical and independent thinker
- Need for privacy and independence
- Formal and discreet
- Likes to do things accurately and well

What motivates the Analyst:

- When they can do things correctly and independently



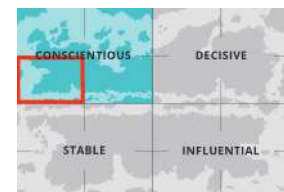
Perfectionist (Cs)

Characteristics:

- Works with precision and is focused on quality
- Strong need for clarity in work and relationships
- Always looking for the perfect solution
- Needs personal space

What motivates the Perfectionist:

- Strives for quality and likes to do things correctly, preferably using tried and tested methods



Tactician (Cd)

Characteristics:

- Independent and critical thinker
- Focused on quality, and innovative
- Avoids conflict

What motivates the Tactician:

- When they can develop and implement process improvement



Adviser (Ci)

Characteristics:

- Quick, intuitive, comes up with solutions
- Adapts easily. Naturally introverted, but can be extroverted
- Values quality and accuracy, but is also people-focused
- Likes to make a good impression and be valued by others

What motivates the Adviser:

- When they can achieve their chosen targets and gain recognition for it



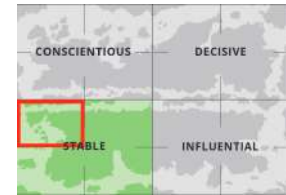
Specialist (Sc)

Characteristics:

- Steady, calm and reliable
- Prefers to specialise
- Works systematically
- Values familiar and stable relationships

What motivates the Specialist:

- When they have stability and can specialise



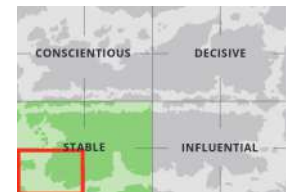
Helper (Ss)

Characteristics:

- Reliable and calm
- Team player who finishes the job
- Strives for continuity and stability
- Is reserved and modest in dealing with others

What motivates the Helper:

- They like stability. It is important for them to be accepted and appreciated by others



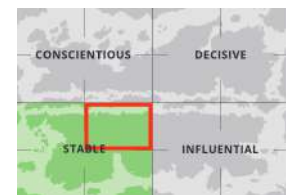
Worker (Sd)

Characteristics:

- Focused on working quickly and efficiently
- Confident
- Likes a structured approach

What motivates the Worker:

- When they can attain even bigger and better personal achievements



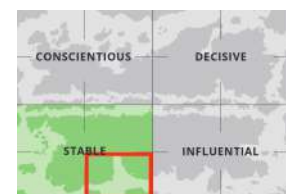
Carer (Si)

Characteristics:

- Friendly, listener, patient and caring
- Helps and supports others in reaching their goals
- Focused on mutual acceptance
- Avoids criticism and conflict

What motivates the Caring Person:

- When others show their appreciation



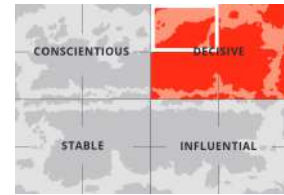
Pioneer (Dc)

Characteristics:

- Task-oriented, quick thinker, rational
- An innovative, future-oriented individualist, focused on action and control
- Critical of self and others
- Wants to be a ground-breaker

What motivates the Pioneer:

- Ambition and success



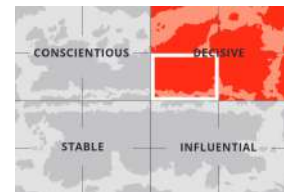
Go-Getter (Ds)

Characteristics:

- Results-oriented
- Prefers to deliver personal results
- Works on practical and specific issues, in a systematic way
- Does not like to work in an unstructured manner, or pointless contact with others

What motivates the Go-Getter:

- When they are able to achieve as many personal results as possible



Leader (Dd)

Characteristics:

- Natural leader with strong personality and likes to win
- Needs a high pace, action and challenge
- Focused on the big picture, doesn't like detail
- Clear, direct and decisive

What motivates the Leader:

- When they are in a position of power



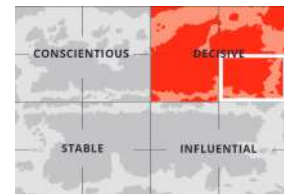
Adventurer (Di)

Characteristics:

- Leading, independent and competitive
- Strong and persuasive communicator
- Likes to get things done swiftly and to continuously improve performance

What motivates the Adventurer:

- When they can deliver results on their own terms



Diplomat (Ic)

Characteristics:

- Likes to come across well to others
- People-focused, intuitive and analytical
- Good at approaching 'the right people' strategically and diplomatically
- Hard worker, goal-oriented and precise

What motivates the Diplomat:

- When they are able to make a good impression on the people who matter to them



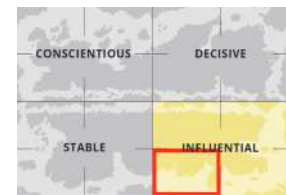
Mediator (Is)

Characteristics:

- Friendly and tolerant in their approach
- Likes amicable, positive relationships
- Focused on social and emotional support
- Avoids difficult relationships and situations

What motivates the Mediator:

- When they are part of a large network of reliable and amicable relationships



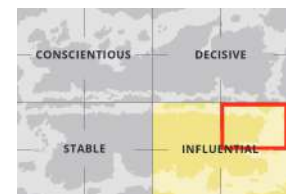
Enthusiast (Id)

Characteristics:

- Optimistic approach to people and life
- Is a strong and inspiring communicator
- Is always on the go and looking for new experiences
- Wants to receive recognition

What motivates the Enthusiast:

- When they can influence others in a spontaneous and credible manner



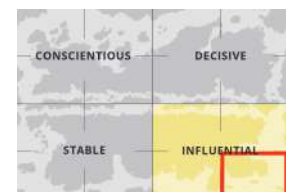
Entertainer (Ii)

Characteristics:

- Enthusing and spontaneous
- People-focused, looking for new connections and experiences

What motivates the Entertainer:

- Contact with people and when others acknowledge and like them



Finally we would like to give you some handy tips on how to communicate and interact with the four Regions

How to interact with the **Conscientious** Region

It is important to someone with a Conscientious behavioural style to do things the right way, without making mistakes

Give them time to investigate and to analyse. You do need to set parameters, otherwise, this type of personality has a tendency to keep on analysing.

Someone with a Conscientious behavioural style is rational and focused on logic

It is best to try and persuade someone with proven facts and figures. Arguments based on emotions will backfire.

Someone with a Conscientious behavioural style likes to analyse

Provide them with as much relevant, written information as possible to allow them to draw their own conclusions. People with a Conscientious behavioural style like to do their own analysis and will always doubt other people's findings.

Someone with a Conscientious behavioural style is precise and spots mistakes and sloppiness

Make sure you are well prepared and organised. Don't arrive late and check for spelling mistakes if you put something in writing

Someone with a Conscientious behavioural style values quality assurance

Emphasise that you too think it very important that things are done well.

Someone with a Conscientious behavioural style needs privacy and likes to keep work and private life separate

Choose a formal approach and don't get too close physically. Don't ask personal questions, particularly not initially. Wait until you get to know them better.

Someone with a Conscientious behavioural style is first and foremost a thinker

Allow them time and space to think (preferably alone). Don't put too much pressure on them.

Someone with a Conscientious behavioural style is by nature cautious and thoughtful. They will experience a very direct approach as aggressive

Choose a more indirect approach using words that are not absolute or definitive. Do, however, show that you know what you are talking about and that you have carefully considered what you are saying and doing.

Someone with a Conscientious behavioural style avoids conflict

Avoid verbal aggression and don't get personal. In case of conflict be tactful. Ask calmly for an explanation, one-to-one, and try to find a solution together.

Someone with a Conscientious behavioural style prefers to do things themselves. That way they are certain things are done well!

Give someone with a conscientious style a role in which they can check on things. Or make it clear that you will personally check and that quality and accuracy are closely monitored.



How to interact with the **Stable** Region

Someone with a Stable behavioural style avoids taking risks and prefers to take the safe, known route

Clarify how your approach or idea minimises or even avoids risk. That offers them a sense of safety. Don't ignore the risks by trivialising them or only talking about the advantages.

Someone with a Stable behavioural style is a logical thinker and likes to understand cause and effect

Ensure your reasoning is logical and well thought through. Don't jump around, stable personalities often experience that as chaotic.

Someone with a Stable behavioural style likes to be praised for what they do but will not easily ask for it

Compliment them and show genuine appreciation, for instance for their helpfulness. You'll notice immediately that this has an effect!

Someone with a Stable behavioural style prefers peace and quiet

Find the right moment, don't just come straight to the point. Avoid raising your voice and create a relaxed and friendly atmosphere.

Someone with a Stable behavioural style is a team player and doesn't like to be the centre of attention

Provide a friendly team environment, i.e. a team that offers stability and appreciation. Don't put them in the spotlight, they much prefer a role in the background.

Someone with a Stable behavioural style enjoys helping or supporting others

Give them the opportunity to offer help or support to others. Not asking for their help could even be perceived as being passed over.

Someone with a Stable behavioural style doesn't like conflict or disagreement and will withdraw when confronted with this

Avoid raising your voice or being aggressive. Focus particularly on collaboration and the collective interest.

Someone with a Stable behavioural style likes to be personally involved in what they are doing

Talk to them on a personal level. They will appreciate that.

Someone with a Stable behavioural style likes to know what is expected of them

Give clear instructions and discuss them step by step. Don't expect someone with a Stable behavioural style to take the lead in this.

Someone with a Stable behavioural style doesn't like to be presented with a fait accompli or to have to decide quickly

Prepare them carefully, and give them time to think if a decision is required. You could suggest that a decision can wait until tomorrow. Be patient.

How to interact with the **Decisive** Region

Someone with a Decisive behavioural style likes a discussion based on facts and won't avoid conflict

Determine your position and base your discussion on facts and arguments, not on emotion.

Someone with a Decisive behavioural style likes to take the lead

Give them the opportunity to take the lead and exert influence. But do set clear boundaries.

Someone with a Decisive behavioural style likes to show what they have achieved

Offer the opportunity to share their success and give recognition for what they have achieved.

Someone with a Decisive behavioural style likes to delegate

Offer the opportunity to delegate. Provide professional support, someone who can act quickly and help them think.

Someone with a Decisive behavioural style likes change

Create new opportunities and challenges, preferably challenges with risk attached to them. Ensure their work is varied.

Someone with a Decisive behavioural style likes to make their own choices and decisions

Give them the opportunity and authority to take decisions (up to a point). Do set clear boundaries and ask for feedback.

Someone with a Decisive behavioural style is focused on results

Ensure that goals are clearly defined. Give support where necessary but don't get in their way.

Someone with a Decisive behavioural style is only interested in the big picture

Be clear. Focus on the main issues and remain matter of fact. People with a decisive behavioural style don't like ambiguity.

Someone with a Decisive behavioural style is a logical thinker

Gather facts and arguments and present them in a logical order.

Someone with a Decisive behavioural style likes to win or be the best

Challenge people with a decisive behavioural style to achieve certain targets. When these targets have been achieved, recognise and reward them.



How to interact with the **Influential** Region

Someone with an Influential behavioural style likes a lot of interaction with other people

Make contact and have a conversation. Show you're engaged, share your own thoughts, and ask questions. Someone with an influential behavioural style likes to share their stories.

Someone with an Influential behavioural style seeks approval and likes to make a good impression

Show your approval and appreciation for the work they are doing. Show you like and admire them on a personal level as well.

Someone with an Influential behavioural style likes a lively atmosphere

Don't be put off by their enthusiasm. Instead give them space and go along with their pace. Offer a lively environment with lots of stimuli.

Someone with an Influential behavioural style has an optimistic outlook on life and likes to 'dream' about the endless possibilities

Don't try to dampen their enthusiasm, go with the optimism that is part of this behavioural style. Expect opportunities.

Someone with an Influential behavioural style likes compliments

Show your genuine appreciation for jobs well done, preferably when others are present.

Someone with an Influential behavioural style dislikes conflict and avoids this wherever possible

In case of conflict or difference of opinion, don't raise your voice. Speak calmly and don't get personal, focus on the facts.

Someone with an Influential behavioural style is rather chaotic and finds it difficult to be organised

This person finds working together with enthusiasm very supportive.

Someone with an Influential behavioural style thinks emotionally

Focus on emotions, and ask questions that target emotion to draw out personal opinions and comments. Don't ask them about the logic or veracity of their experience.

Someone with an Influential behavioural style focuses on the broad outline

Avoid detail, give them the big picture.

Someone with an Influential behavioural style likes to be enthused and inspired

Show enthusiasm!



COLOPHON

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