

## Negotiative (N)

### Overview

*Discovery.* An exploratory, often accidental approach. Generally "feels" a problem and its many potential solutions. Generally this style prefers to work in teams to bounce ideas off others. A compromising style. The style of a person highly loyal to his or her team and the project.

### Your thinking style

You like to experience things yourself not relying on others' opinions, unless they are your friends or trusted fellow workers. You are very personable and probably have many friends. You prefer people to work and live in harmony. People feel you are very empathetic and will come to you with their personal problems often. You probably are a very outwardly emotional person, or at least other people think or feel you are. You usually like to work in groups. You also like to talk with people, often even with people you have just met. You may even believe that strangers are just friends you haven't met yet. You are interested in feelings and the meaning behind what happens. You generally learn best by listening, sharing ideas and combining the new with your own experience, often with friends, co-workers or other learners. Your favourite questions start with "WHY...?"

### Your creative style

When you are working on a challenge you generally...

- feel or sense ideas
- play with data
- are free-flowing
- keep open-ended
- are very accepting
- see as much as possible

### Your communication style

You are usually very talkative, a very personal, fun, joke-telling (one after another) talker. You will sometimes talk over other people or at the same time. You tend to listen very closely to anyone who talks openly and honestly. You talk and write with a lot of emotion or would like to, if it was accepted. You talk and write very personally using: you, me, we, us, they, them or first names. You change your inflection to show emphasis. You are frustrated by people who are simply factual and not very personal.

### Your leadership style

*Nurturer.* Negotiatives constantly seek to develop harmony among subordinates. Continually try to nurture each person. Put emphasis upon feelings and making sure everyone is comfortable and feels part of the team. Often will have difficulty meeting specific deadlines while covering all aspects of the problems. Will strive to make experience fun for all. Focus is upon group harmony.

If our style matches the people we are leading generally we work well together. If our style contrasts it may cause a range of problems. For example, if your style tends to be mostly Negotiative, and you are working with ...

- *People who prefer Intuitive:* experience and research show that you will have difficulty up to about 25% of the time. You will usually disagree and possibly argue over changing things or trying new ideas without having input from all the people involved. Negotiative-oriented people prefer to work in harmony as teams and you prefer most of the time to work alone.
- *People who prefer Meditative:* experience and research show you will have difficulty up to 75% of the time. The Meditatives will want to think through ideas and solutions. They will want to analyse then to work out imperfections or bugs and probably run a short or small experiment to test out one or two workable ideas. The Negotiatives will prefer to simply bounce ideas of all those who are involved in the project and spend time brainstorming for new possibilities and not concern themselves with proofs or

exact data or solutions.

- *People who prefer Directive:* experience and research show you will have difficulty up to 50% of the time. You will usually disagree and possibly argue over changing things that already work well, especially if the Negotiatives cannot back up their ideas with facts and have no specific proven plans to follow. Directives prefer to plan ahead and know what to expect to happen with an almost 100% chance of success.

Leaders will be more productive (efficient and effective both) when they adapt, adjust or modify their style to their followers' individual styles rather than trying to cause all their followers to change to the leader's.

### Your basic needs

<b>Basic need</b>	Acceptance
<b>Recognition wanted</b>	Recognition as a group member
<b>General motivator</b>	Sense of belonging
<b>Basic want</b>	Moral support
<b>Best working environment</b>	Caring environment
<b>Preferred goals</b>	Group goals
<b>Respect they want to receive</b>	Respect for loyalty/reliability

[<< Back to your result](#)