



BEST² ASSESSMENT™

Style Snapshot

COACHING STYLES

BLAZING (B)

Results-Oriented/Direct Communicator

Strengths

- Ambitious (gets things done)
- Ensures things get done

Opportunities

- Slowing down (communicating more/better)
- Tempering feedback

How to communicate with B's:

- Get to the point quickly; be brief
- Stay focused; be specific; avoid being repetitive
- Offer solutions (not just problems)

ENERGIZING (E)

Energetic/People-Person

Strengths

- Optimistic, proactive and persuasive
- Unifies group/team

Opportunities

- Paying attention to details
- Dealing with negative situations/people

How to communicate with E's:

- Be open; contribute to conversation flow
- Don't be overly negative
- Avoid minutiae
- Be patient with their distracted, rambling style

THOROUGH (T)

Detail-Oriented/Process Driven

Strengths

- Understands what needs to be fixed
- Provides solid recommendations

Opportunities

- Speeding up timing of feedback
- Explaining "why" behind coaching (not just "what")

How to communicate with T's:

- Emphasize details; focus on facts
- Minimize chit chat and emotional "fluff"
- Be patient, thoughtful and consistent in what you say

SUPPORTIVE (S)

Courteous & Respectful/Consensus Builder

Strengths

- Focuses on individual and team success
- Listens/communicates well (approachable)

Opportunities

- Communicating change
- Addressing conflict/obstacles

How to communicate with S's:

- Be warm, friendly and genuine
- Show active interest in what they have to say
- Make your expectations clear
- Be courteous and respectful; avoid being overly direct, critical or blunt





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DECISION-MAKING STYLES

BOLD (B)

Results-Driven; Direct

Leader Characteristics

- Acts on decisions; able to move forward
- Thinks “outside the box”
- Removes emotions from decision-making process

Opportunities

- Engaging others in the process
- Thinking through details first

How they successfully deploy decisions:

*“Here’s what needs to happen.”
“This is what I’m expecting from you.”*

- Direct with plans/goals
- Takes real-world approach (“eye on prize”)
- Decisive in approach
- Offer solutions (not just problems)

ENGAGING (E)

Insights-Driven; Inclusive

Leader Characteristics

- Understands people
- Inspirational – gets folks excited/focused

Opportunities

- Enforcing the decision
- Thinking through decision in detail

How they successfully deploy decisions:

*“Here’s the direction I recommend we go.
I’d like your ideas, input and buy-in.”*

- Fosters teamwork (persuasion)
- Makes decisions others will accept

TACTICAL (T)

Process-Driven; Calculated

Leader Characteristics

- Focuses on what’s practical/best
- Detail-oriented (meticulous)

Opportunities

- Making decisions in a timely manner
- Not in touch with others’ feelings

How they successfully deploy decisions:

*“I need to work through all possible scenarios
before making a decision.”*

- Asks “why” in order to challenge status quo
- Looks at all angles to solve complex tasks
- Offers sound/logical advice

SAFE (S)

Team-Driven; Harmonious

Leader Characteristics

- Provides stability (sense of “calm”)
- Patient/composed; fits in with diverse team

Opportunities

- Communicating change
- Addressing conflict/obstacles

How they successfully deploy decisions:

*“Here are my recommendations and time frame.
I would like you involved.”*

- Builds consensus; works well across groups
- Provides stability to the process

