

# D--Dominant

The Extrovert

The Doer

The Optimist

## Strengths

### Emotions

Born leader  
Dynamic and active  
Compulsive need for change  
Must correct wrongs  
Strong-willed and decisive  
Unemotional  
Not easily discouraged  
Independent and self-sufficient  
Exudes confidence  
Can run anything

### As a Parent

Exerts sound leadership  
Establishes goals  
Motivates family to action  
Knows the right answer  
Organizes household

### At Work

Goal oriented  
Sees the whole picture  
Organizes well  
Seeks practical solutions  
Moves quickly to action  
Delegates work  
Insists on production  
Makes the goal  
Stimulates activity  
Thrives on opposition

### As a Friend

Has little need for friends  
Will work for group activity  
Will lead and organize  
Is usually right  
Excels in emergencies

## Weaknesses

### Emotions

Bossy  
Impatient  
Quick-tempered  
Can't relax  
Too impetuous  
Enjoys controversy and arguments  
Won't give up when losing  
Comes on too strong  
Inflexible  
Is not complimentary  
Dislikes tears and emotions  
Is unsympathetic

### As a Parent

Tends to over-dominate  
Too busy for family  
Gives answers too quickly  
Impatient with poor performance  
Won't let children relax  
May send them into depression

### At Work

Little tolerance for mistakes  
Doesn't analyze details  
Bored by trivia  
May make rash decisions  
May be rude or tactless  
Manipulates people  
Demanding of others  
End justifies the means  
Work may become his god  
Demands loyalty in the ranks

### As a Friend

Tends to use people  
Dominates others  
Knows everything  
Can do everything better  
Is too independent  
Possessive of friends and mate  
Can't say, "I'm sorry."  
May be right, but unpopular

## Interview Techniques

1. Make it short.
2. Let them do the talking.
3. Mention briefly: NSD Checks, Cadillac, trips
4. Benefits to them: Management position, high income potential, independence
5. Greatest Fear: They think they're being taken advantage of.
6. You can't talk a D into anything they don't want to do.
7. Interview Questions:
  - What are your past management experiences?
  - What do you think are your qualifications?
  - I'm interested in management people. What type of qualifications do you have for management?