

# I--Influencing

The Extrovert

The Talker

The Optimist

## Strengths

### Emotions

Appealing personality  
Talkative, storyteller  
Life of the party  
Good sense of humor  
Memory for color  
Physically hold on to listener  
Emotional and demonstrative  
Enthusiastic and expressive  
Cheerful and bubbling over  
Curious  
Good on stage  
Wide-eyed and innocent  
Lives in the present  
Changeable disposition  
Sincere at heart  
Always a child

### As a Parent

Makes home fun  
Is liked by children's friends  
Turns disaster into humor  
Is the circus master

### At Work

Volunteers for jobs  
Thinks up new activities  
Looks great on the surface  
Creative and colorful  
Has energy and enthusiasm  
Starts in a flashy way  
Inspires others to join  
Charms others to work

### As a Friend

Makes friends easily  
Loves people  
Thrives on compliments  
Seems exciting  
Envied by others  
Doesn't hold grudges  
Apologizes quickly  
Prevents dull moments  
Likes spontaneous activities

## Weaknesses

### Emotions

Compulsive talker  
Exaggerates and elaborates  
Dwells on trivia  
Can't remember names  
Scares others off  
Too happy for some  
Has restless energy  
Egotistical  
Blusters and complains  
Naïve, gets taken in  
Has loud voice and laugh  
Controlled by circumstances  
Gets angry easily  
Seems phony to some  
Never grows up

### As a Parent

Keeps home in a frenzy  
Forgets children's appointments  
Disorganized  
Doesn't listen to the whole story

### At Work

Would rather talk  
Forgets obligations  
Doesn't follow through  
Confidence fades fast  
Undisciplined  
Priorities out of order  
Decides by feelings  
Easily distracted  
Wastes time talking

### As a Friend

Hates to be alone  
Needs to be center stage  
Wants to be popular  
Looks for credit  
Dominates conversations  
Interrupts and doesn't listen  
Answers for others  
Fickle and forgetful  
Makes excuses  
Repeats stories

## Interview Techniques

1. Long interview.
2. Let them talk.
3. Benefit to them: Seminar, prizes, their impact on others.
4. I's want peoples' lives to be changed because of them. "Because you will become a Director, thousands will have a better life."
5. Greatest fear: Loss of social recognition
6. Must affirm and affirm, validate and stroke.
7. "I've observed you, and you really have a way with communication."
8. "You already have some of the characteristics necessary for leadership. Do you like people?"
9. "You are the best Director I've ever seen without a Director's suit."
10. "Can you see yourself driving a pink car and having a significant income?"