

**Task Oriented**

**Relationship Oriented**

<p><b><u>Dominance</u></b></p> <p>Characteristics:          Result Oriented          Quick Decision          Control People          Power-Authority          Makes Own Rules</p> <p>Communication:          Short Interview          Let them talk</p> <p>Benefits:          Directorship          Management          High Income Potential          Independence</p> <p>Fears:          Being Taken</p> <p>Questions:          "What past management experience have you had?" "What qualities do you have that make you eligible for management?"</p>	<p><b><u>Influencing</u></b></p> <p>Characteristics:          People Oriented          Love to Talk          Motivational          Enthusiastic          Recognition Oriented</p> <p>Communication:          Long Interview          Relationship Building          Let them talk</p> <p>Benefits:          Recognition          Impact on People          Seminar/Prizes          Loves to work with people          Lots of Friends</p> <p>Fears:          Loss of Social Recognition</p> <p>Questions:          "Can you see yourself driving a Pin you see yourself having an impact on and changing lives?"</p>
<p><b><u>Compliance</u></b></p> <p>Characteristics:          Detail Oriented          Perfectionist          Critical          Analytical          Takes time to show change</p> <p>Communication:          2 part interview          Share facts          Build Credibility</p> <p>Benefits:          Annual Reports          Facts in Print          Financial Statement          Handouts to take home to husband</p> <p>Fears:          Criticism of Work</p> <p>Questions:          "If you had a step by step plan and to your questions, could you do this?"</p>	<p><b><u>Steadiness</u></b></p> <p>Characteristics:          Family Oriented          Loyal          Slow to Change          Security Minded          Goes by the Rules</p> <p>Communication:          2 part interview          Accept Questions          Build Credibility          Share facts</p> <p>Benefits:          Guarantees          Time with Family          Training          Support          Insurance          Economy</p> <p>Fears:          Loss of Security</p> <p>Questions:          "Would you be able to work a proven "Do you work consistently?"</p>

## Interview

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on people

a system?"