



GIVERS

Are open to change.
Are “can do” oriented.
Build on successes and strengths.
Look for the challenge in situations.
Take responsibility for their actions.
Think in terms of new possibilities.
Are good listeners.
Have a continuous supply of energy.
Make decisions easily.
Feel in control of their environment.
Are driven to excel by challenge/risk.
Work hard all the time.
Enjoy an inner calmness.
Are present and future oriented.
Learn and grow from mistakes.
Have high self-esteem.
Pursue goals with discipline.
See past personal differences with teammates and offer support.

TAKERS

Are resistant to change.
See reasons they cannot do things.
Focus on finding problems to fix.
Are overwhelmed by problems.
Avoid blame or responsibility.
Are limited by what worked in the past.
Are poor listeners.
Run out of energy quickly.
Wimp out in the face of tough decisions.
Feel victimized by their environment.
Are afraid to take risks or face challenges.
Work hard only when they feel like it.
Suffer excessive inner stress.
Cannot let go of the past.
Are devastated by failure.
Have low self-esteem.
Have trouble managing a commitment to goals.
Are stuck on petty bickering.