



**BETSY RICHARD**  
**CONSULTING**

Define your core.  
Center your business.

## The Serenity Prayer

God grant me the serenity  
To accept the things I cannot change;  
Courage to change the things I can;  
And wisdom to know the difference.

(prayer attributed to Reinhold Niebuhr, 1892-1971)

	D Dominance	I Influence	S Steadiness	C Conscientiousness
Major Traits	Result-oriented Quick Decisions Power and Authority Control Decisive Competitive Time is valuable To the point	People-Oriented Likes recognition Loves to talk Motivational Enthusiastic Optimistic Persuasive	Family-Oriented Security-minded Reserved Loyal Plays by the rules Dependable Accepts change slowly Calm/contented	Detail Oriented Perfectionist Accurate Needs much information Critical/Analytical Likes order Takes time to change Cautious
Major Fears	Losing control Being taken advantage of	Rejection Loss of Approval	Sudden change Losing Security	Criticism of performance Lack of standards/rules
Dislikes	Being controlled by other Lack of results	Handling complex details Working alone	Hostility, conflict Unpredictability	Disorganization Unclear explanations
Under Pressure	Domineering Impatient	Emotional Disorganized	Conforming Indecisive	Withdraws Stubborn
As a Buyer responds to	Options Efficiency	Testimonials Saving personal effort	Assurance of stability Personal attention	Evidence of quality and accuracy Logical approaches
Decision Style	Quick	Emotional “Gut feel”	Deliberate	Analytical
Their Behavior	Direct Fast paced More telling Louder Closed posture Feelings unexpressed Focuses on “What?” Unexpressive – cool face Priority on Goals and Results	Outgoing Talkative Open posture More telling Louder Feelings expressed Animated – warm face Focuses on “Who?” Priority on People & Approval	Reserved Accepting Slow paced Soft speech More asking Open posture Feelings expressed Relaxed – warm face Focuses on “How?” Priority on Cooperation and Stability	Reserved Assessing/Thinking Slower paced More asking Softer speech/monotone? Closed posture Feelings unexpressed Unexpressive – Cool face Focuses on “Why?” Priority on Quality and Analysis
Answer to “Tell me about yourself.”	Tells about job, accolades, accomplishments	Tells all about themselves, starting at age 2.	Tells all about their family	Asks, “What do you want to know?”

# Accountability

- Accountability is the obligation of an individual or organization to account for its activities, accept responsibility for them, and to disclose the results in a transparent manner.
- So then every one of us shall give account of himself to God. **Romans 14:12**

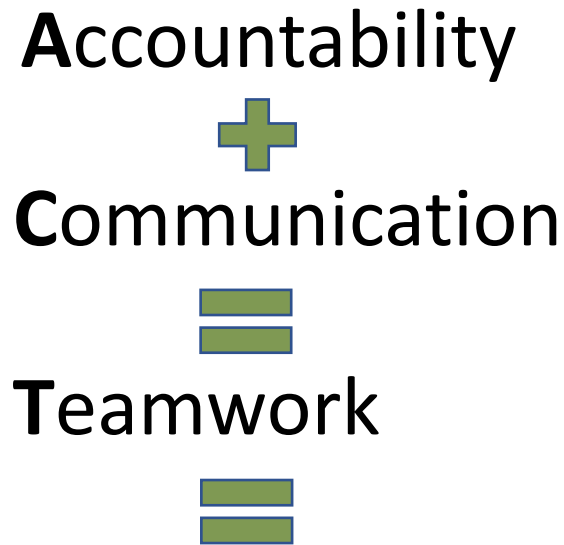
# Communication

- Communication is a two-way process of reaching mutual understanding, in which participants not only exchange information, news, ideas and feelings but also create and share meaning.
- Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen. - **Ephesians 4:29**

# Teamwork - All for 1 and 1 for all - Issues and Relationships

- Teamwork means that people will try to cooperate, using their individual skills and providing constructive feedback, despite any personal conflict between individuals.
- **Golden Rule-** *Do to others as you would have them do to you.*
- Even so the body is not made up of one part but of many. - **1 Corinthians 12:14**





**Trust** is the assured reliance on the character, ability, strength, or the truth of someone or something

Commit your works unto the LORD, and your thoughts shall be established. - **Proverbs 16:3**



# T.E.A.M

Together

Everyone

Achieves

More