**Driver**

With high assertiveness and low emotional response to others, Drivers are not so worried by how others react and are hence more independent and candid. With less concern about people they have a greater concern for results and are quite pragmatic. They may also be poor collaborators and upset others with inconsiderate words and actions.

Some characteristics of Drivers:

* Competitive and needs to win
* Seeks control and being in charge
* Fast-acting
* Plans carefully
* Decisive
* Results-oriented
* Task-focused
* Dislikes inefficiency and indecision
* Can be impatient and insensitive
* When stressed may grab control be overly critical

**Expressive**

Expressive people have higher assertiveness and greater responsiveness to others. With less concern for what others think they are typically articulate, quick and visionary. On the down side, their assertiveness may make them poor listeners and with a tendency to distract. This can also lead them to be impractical and impatient.

Some characteristics of Expressives:

* Intuitive
* Creative
* Outgoing and enthusiastic
* Spontaneous and fun-loving
* Interacts well with others at work
* Good at persuading and motivating
* Fears being ignored or rejected
* Like to be acknowledged
* Dislikes routine and complexity
* Tendency to generalize and exaggerate
* When stressed may get sarcastic and unkind

**Amiable**

People with higher responsiveness than others and lower assertiveness are people-oriented and sociable. Without a need to lead, they can be steady and reliable workers. They may also avoid any conflict and be rather passive, lacking drive and becoming careless.

Some characteristics of Amiables:

* Friendly and relates well to others
* Good at listening and teamwork
* Wants to be respected, liked and approved of
* Dislikes of conflict and risk-taking
* Seeks security and like organized workplaces
* Slow decision-making
* Prefers to be told what to do than to lead
* Fears change and uncertainty
* When stressed may become indecisive and submissive

**Analytical**

Analytical people are less assertive and less responsive to others. They hence tend to focus more on tasks than people and are less interested in leading, being happier to work by themselves. They may be prudent and systematic, making them good at analytic work. They may also pay excessive attention to detail in ways that annoy others.

Some characteristics of Analyticals:

* Focuses on tasks more than people
* Likes to be right and will take time to ensure this
* Thoughtful, careful fact-oriented and precise
* Good at objective evaluation and problem-solving
* Likes organization and structure
* Avoids group work, preferring to work alone
* Can be over-critical and unresponsive
* Cautious in decision-making
* When stressed may withdraw or become headstrong