

Action (A) Oriented

Process (PR) Oriented

Content (What they talk about)

- Results Objectives
- Performance
- Productivity
- Feedback
- Decisions
- Achievement
- Change
- Experience
- Responsibility

Process (How they behave)

- Down to earth
- Direct
- Impatient
- Decisive
- Quick
- Energetic

Content (What they talk about)

- Facts-details
- Procedures
- Planning
- Organizing
- Controlling
- Testing
- Trying Out
- Analysis
- Observe
- Proof

Process (How they behave)

- Step by Step
- Logical-cause
and effect
- Factual
- Verbose
- Unemotional
- Cautious
- Patient

Notes:

People (PE) Oriented

Content (What they talk about)	Process (How they behave)
<ul style="list-style-type: none">• People• Needs• Motivation• Teamwork• Communications• Feelings• Team Spirit• Cooperation• Beliefs• Relationships	<ul style="list-style-type: none">• Spontaneous• Empathetic• Warm• Subjective• Emotional• Perceptive• Sensitive

Idea (I) Oriented

Content (What they talk about)	Process (How they behave)
<ul style="list-style-type: none">• Facts-details• Procedures• Planning• Organizing• Controlling• Testing• Trying Out• Analysis• Observe• Proof	<ul style="list-style-type: none">• Step by Step• Logical-cause and effect• Factual• Verbose• Unemotional• Cautious• Patient

Notes: