

# Rule 16: Be Direct with People Who Value Results

Who from your team or organization might utilize the “D” style of behavior in their approach?

Team Member	Observed Behavior	My Relationship Strategy for Increasing Effectiveness

Tips for interacting with this style:

Be brief

Speak in “bullets”

Always give them the “what” first:

What is it about? What is the goal? What’s the bottom line?



# 42 Rules of Employee

Avoid diving into details without framing the goal

Ask how much detail they want/need

Provide the detail in writing, verbalizing only key points

When approaching them as they are absorbed in a task, wait silently until they can disconnect from the item/task they are focused on

Follow up with key agreements in bulleted memo/email

Limit social chatter - follow their lead

Clue into foot tapping, watch glancing

Allow them to state time parameters

Always give choices and options

Give them control as much as possible