

North: The “Get It Done” Person

Approach to Work

Assertive, Active, Decisive
Likes to be in control and determine the course of events
Quick to act, expresses urgency for others to act quickly also
Enjoys challenging people and situations
Thinks in terms of the “bottom line”
Likes a quick pace and the fast track
Courageous, Ambitious, and Confident
Perseveres – Not stopped by “NO”
Goal-centered, ambitious
Hardworking leader who is comfortable being in front
Value Words – “Do it now!” “I’ll do it.”

Best Ways to Work with a North

Present your case quickly, clearly, and with enthusiasm and confidence
Let them know they will be involved – their payoff and their role
Focus on the “challenge” of the task.
Provide them with plenty of autonomy
Establish timelines and stick with them
Give them positive, public recognition
Use them to complete tasks that require motivation, persuasion, and initiative

South: The Nurturer

Approach to Work

- Friendly, Likeable team player
- Allows others to feel important
- Supportive, nurturing and caring towards colleagues
- Willing to trust others' statements at face value
- Peace-loving, sympathetic, and helpful
- Feelings-based, trusts own emotions and intuition as truth
- Able to focus on the present moment
- Process-centered
- Generous, non-competitive and likes to build on the ideas of others
- Value Words: "Right" and "Fair"

Best Ways to Work with a South

- Remember process, attention to what is happening with the relationship between you
- Justify your decisions around values and ethics
- Appeal your relationship with this person and his or her other relationships
- Listen hard and allow the expression of feelings and intuition in logical arguments
- Be aware that this person may have a hard time saying "NO" and may be easily steamrolled
- Provide plenty of positive reassurance and likeability
- Let the personal know you like them and appreciate them

East: The Visionary

Approach to Work

Innovative, Creative and sees the big picture
Very idea oriented, focuses on future thought
Risk-taker, adventurous, spontaneous
Has insight into mission and purpose
Looks for overarching themes and ideas
Appreciates a lot of information
Strong spiritual awareness, free spirited, unconventional
Likes to experiment and explore
Value words: "Option" "Possibility"

Best Ways to Work with an East

Show appreciation and enthusiasm for ideas
Listen and be patient during idea generation
Avoid criticizing or judging ideas
Allow and support divergent thinking
Provide a variety of tasks
Provide help and supervision to support detail and project follow through

West: The Analyst

Approach to Work

- Seen as practical, dependable, and thorough
- Provide planning and resources to others
- Moves carefully, deliberately, and follows procedures and guidelines
- Use data to make logical and analytical decisions
- Weighs all sides of an issue, balanced
- Introspective, self-analytical, focused, reserved
- Careful, thoroughly examines people's needs in situations
- Works well with existing resources – gets the most out of what has been done in the past
- Skilled at finding the fatal flaw in an idea or a project
- Value Words: "Objective," "Organized"

Best Ways to Work with a West

- Allow plenty of time for decision-making
- Provide data – objective facts and figures that a West can trust
- Don't be put off by critical "NO" statements
- Minimize the expression of emotion and use logic when possible
- Appeal to tradition, a sense of history, and correct procedures

Sources:

The Personality Compass by Diane Turner and Thelma Greco, 1998.

The Medicine Way: A Shamanic Path to Self-Mastery. Kenneth Meadows. Element, 1991.

The Medicine Wheel: Earth Astrology. Sun Bear and Waburn. Simon and Schuster, 1980.