

Learning and Communication Style #1: Engagers

DO'S

- Explain why you are doing something or doing it a certain way and how it affects people (especially the LS #1 person)
- Promote harmonious relationships
- Allow plenty of group work/teamwork
- Establish and maintain trust
- Be flexible - anticipate exceptions rather than rigid rules and timelines
- Praise collaboration and people skills



DON'TS

- Leave everything open-ended, or nothing will get done
- Embarrass them publicly (and DO be tactful in private)
- Force them to do too many projects alone
- Dismiss imaginative ideas/contributions
- Rush to task and come across as impersonal/uncaring
- Expect them to remain task-focused or stop talking/interacting with others at work...they gain energy through interactions (increasing productivity) and become dismal without them



ADVICE

#1 Learners tend to be people and relationship focused, qualitative thinkers. Quantitative reasoning will often bore them unless you tactfully explain how the quantitative process impacts people.