

This guide provides an overview of how you and Victor compare in communication style, work style, and thinking style. Within the guide there are also tips to help you work more effectively together.



Communication Style

Victor is naturally very reserved and likely to take time to warm up to new people, whereas **you** are more likely to be comfortable having social interactions with others.

Victor has a stronger preference for letting others lead conversations than **you**, who may share your point of view when you feel it is important.



Tips

- Keep in mind that Victor may not always be interested in having socially-oriented conversations during meetings, so try and keep it brief.
- Let Victor know ahead of time what you'd like their thoughts on and then invite them to share during that meeting.



Work Style

You and **Victor** are likely to balance getting along with others with competing against them to meet external targets.

Victor has a strong preference for novel ways of working, whereas **you** are more likely to consider using conventional approaches from time to time.



Tips

- Consider engaging in friendly competition with Victor from time to time, to help develop your relationship as well as work towards your target.
- When discussing tasks with Victor, consider taking the initiative to talk about the practical aspects, as Victor may not pay as much attention to these parts.



Thinking Style

Victor has a strong preference for considering input from others when making decisions, whereas **you** are moderately comfortable making decisions on your own.

During decision making, **Victor** is likely to have a strong preference for imaginative ideas, whereas **you** tend to consider more established options.



Tips

- Involve Victor in the decision-making process by asking open-ended questions and seeking their opinions.
- If you find that Victor is spending a lot of time generating ideas, consider setting a time limit on the idea generation part of decision makings.