

## Team Types

### North (Warrior)

- ▶ Assertive, active, decisive
- ▶ Likes to be in control of relationship and steer course of events
- ▶ Quick to act, expresses sense of urgency for others to act now
- ▶ Enjoys challenge of difficult situations and people
- ▶ Can get defensive quickly, argue, try to out-expert you
- ▶ Can lose patience, pushes for decision before it's time
- ▶ May get autocratic, want things their way, ride roughshod over people

### West (Analyst)

- ▶ Weighs all sides of issues
- ▶ Uses data analysis and logic
- ▶ Seen as practical and thorough in task situations
- ▶ Introspective, self-analytical
- ▶ Can become stubborn and entrenched in position
- ▶ Can be indecisive, collect unnecessary data, mired in details
- ▶ May appear cold, withdrawn

### East (Visionary)

- ▶ Sees the big picture
- ▶ Very idea-oriented, focus on future
- ▶ Insight into mission and purpose
- ▶ Likes to experiment, explore
- ▶ Can lose focus on tasks and not follow through
- ▶ May become easily overwhelmed, lose track of time
- ▶ Tends to be highly enthusiastic early on, then burn out

### South (Nurturer)

- ▶ Allows others to feel important in determining direction of what's happening
- ▶ Value-driven regarding all aspects of personal/professional life
- ▶ Uses relationships to accomplish tasks
- ▶ Innocence and trust in others based on vulnerability and openness
- ▶ Supportive, nurturing, feeling-based
- ▶ Has trouble saying "no" to requests
- ▶ Internalizes difficulty and assumes blame
- ▶ Prone to disappointment when relationship is seen as secondary to task
- ▶ Difficulty confronting, dealing with anger

Read more about Team Types in different cultures in: Angeles Arrien's *The Four-Fold Way: Walking the Path of the Warrior, Teacher, Healer, and Visionary* (Harper Collins).