



German Shepard
The Organizer

Serious, formal, cautious, quiet, disciplined,
precise, inquiring, methodical, visual, orderly,
focused, neat, analytical, detached, structured.



Jack Russell
The Implementer

Assertive, independent, controlling, persistent, outspoken,
energetic,, concise, argumentative, impulsive, efficient,
consistent, logical, auditory.



Labrador
The Optimist

Imaginative, trusting, motivating, intuitive, persuasive,
personable, respectful, spontaneous, practical, informal,
charming, versatile, attentive.



Golden Retriever The Peace Keeper

Patient, caring, considerate, forgiving, conscientious, supportive, reserved, tolerant, non confrontational, warm, cooperative, dependable, sensitive, trusting

The Organizer

- Behind their actions and thinking will be a desire to be knowledgeable.
- Conscientious and committed to their strong values
- Choose evidence over opinions. They value proven facts.
- High standards of competence and performance for themselves and others.
- Must have all the facts prior to making a decision.

The Implementer

- Behind their actions will be a strong desire towards accomplishing things.
- Flexible, often relies on their ability to improvise
- Very competitive, create opportunities for them to win. Values results.
- Sees life as full of possibilities
- Bored by routine, projects should be short, the action plan in steps.

The Optimist

- Behind their actions a will be a desire to be respected, for what they know, do, and say. May be egocentric.
- Quick to see possibilities, can be a catalyst for new implementing new ideas.
- Takes a stand on issues and evaluates them on pros and cons.
- Wants to be appreciated for who they are and for what they contribute
- Has a mentoring strategy, great teachers.

The Peace Keeper

- Behind their actions will be a strong desire for security.
- Seeks to understand people and help them fulfill their potential
- Dislikes disagreements and conflicts
- Strives to create an orderly and harmonious environment at work and in the home.
- Likes to have their own space and to work within their own time frame.

The Pace Scale

- The Organizer---Methodical, cautious before taking action. May take a short nap to re-charge.
- The Implementer---Fast Paced, walking, talking etc. Impulsive decision maker. Starts and goes, does not take breaks.
- The Optimist---Steady pace. Spontaneous, may take a break to do something else, or start another project.
- The Peace Keeper---Slower pace, but may still need down time. Not always punctual.

Getting Along Together

Organizer

- Engage in interesting and stimulating conversations
- Present all the facts
- Give them time to digest information
- When communicating, try not to overwhelm them with your feelings.
- Avoid being smothering or overly dependant.

Getting Along Together

Implementer

- Don't box them in to too many schedules and routines
- Avoid too much analyzing or discussing theories
- Appreciate their enthusiasm, optimism and common sense
- Join them in some of their many activities

Getting Along Together

Optimist

- Explain the future impact first
- They enjoy romance and attention
- Be tactful when offering feedback
- Encourage them to follow their personal and creative pursuits
- Avoid routine and redundancy

Getting Along Together

Peace Keeper

- Express regret if you have done something wrong.
- Honor your commitments to win their trust and loyalty.
- Be specific and practical, not vague.
- Be understanding to their resistance to change.

Environment

- The Organizer- Everything is neat and in order. After using something it's put away.
- The Implementer-Controlled chaos. Not much is ever put away. (neatly at any rate)
- The Optimist- Everything is convenient, practical and accessible, many times in stacks. Likes unique new things.
- The Peace Keeper-Comfortable, people friendly. Maintains attachments, keeps mementoes.

Optimist Clinic

- May not delegate enough
- May seem not to listen because they answer questions before you finish
- Fail to give enough praise as other desire
- Be critical of others who do not see their vision quickly
- Staff may be competing for recognition if all, or most are Optimist's

Implementer Clinic

- Very busy clinic, perceived chaos
- Goals may be unrealistic
- May be insensitive to the need of others for information
- Decide something others value is not important because it is not logical
- Pace scale may be too fast for some staff that are other styles

Peace Keeper Clinic

- Peace Keeper: Scheduling backups, neighboring with clients on phone or in exam room
- May have trouble voicing their concerns
- Strong need for harmony, tense and frustrated when they are not able to attain it.
- Hurt feelings when taking comments personally
- May get overly involved in other peoples lives
- Slow to implement new ideas.

Organizer Clinic

- Atmosphere may be overly sterile
- Can be overly detail-oriented
- Dislikes distractions and disruptions
- Dislike apathy, idleness and disorganization
- Have a tendency to be rigid and inflexible
- Expects rules and orders to be followed
- May put off decisions, keeping plans in the conceptual stage

Connecting with Your Clients

- Clinic cat
- Hospitality center
- Send notes
- Random phone calls
- News letter
- Advertise new technology
- New client gift
- Community activity or tie-in

Home Care Instructions

- Written, clear, and complete
- Bullet point important areas
- Go over all instructions verbally.
- Remember, the home care giver may be different
- Follow up with a phone call
- Remind the client of a recommendation

