

# Human Synergistics International™ Circumplex with Style Descriptions



Effective individuals in groups and organizations show **STRONGER** tendencies along the **Constructive styles**.

- 12** • Creative and original thinker  
• Receptive to change  
• High personal integrity  
• Self respecting

- 11** • Works toward self-set goals  
• Accepts and shares responsibility  
• Believes that individual effort is important  
• Takes on challenging tasks

- 1** • Resolves conflicts constructively  
• Encourages growth and development in others  
• Involves others in decision making  
• Develops others

- 10** • Never wants to make a mistake  
• Sets unrealistic goals  
• Personally takes care of every detail  
• Tries hard to prove self

- 2** • Cooperative  
• Friendly  
• Genuine concern for others  
• At ease with people

- 9** • Competes rather than cooperates  
• Strong need to win  
• Constantly compares self to others  
• Inclined to be reckless

- 3** • Sets goals that please others  
• Agrees with everyone  
• Over-optimistic  
• Spoils people with kindness

- 8** • Wants to control everything  
• Believes in force  
• Abrupt  
• On the offensive

- 4** • Treats rules as more important than ideas  
• Follows policies and practices  
• Sets predictable goals and objectives  
• Conforming

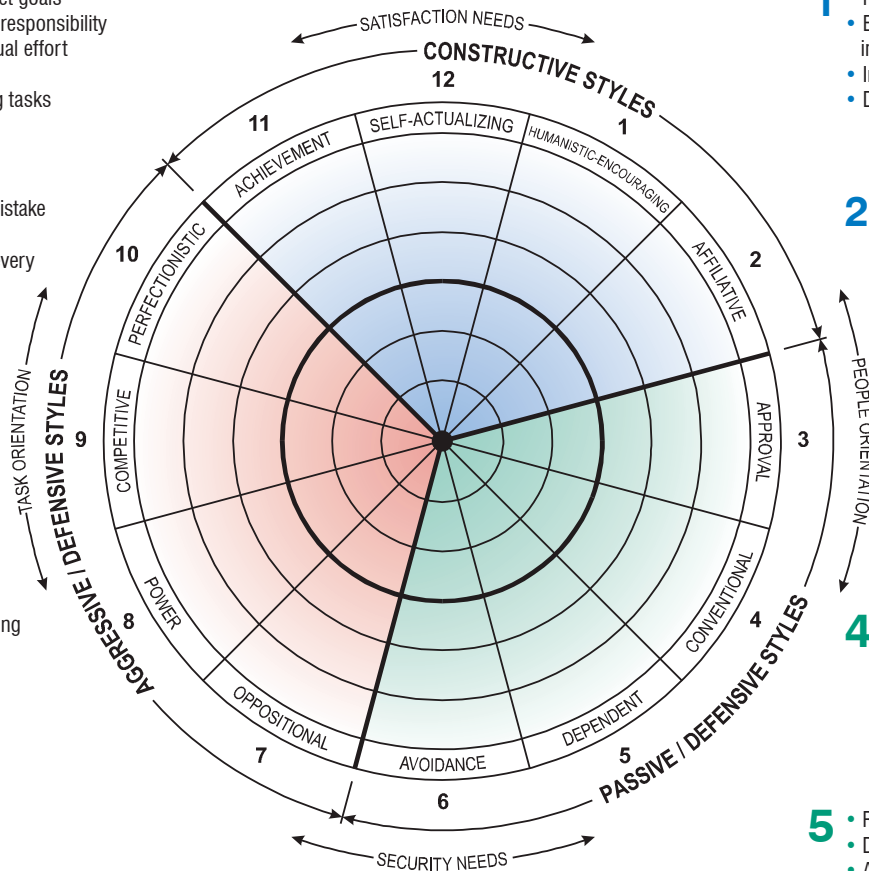
- 7** • Opposes new ideas  
• Looks for mistakes  
• Cynical  
• Critical of others

- 5** • Relies on others for direction  
• Doesn't challenge others  
• A good follower  
• Compliant

- 6** • Leaves decisions to others  
• Non-committal  
• "Lays low" when things get tough  
• Lacks self-confidence

Effective individuals in groups and organizations show **WEAKER** tendencies along the **Aggressive/Defensive styles**.

Effective individuals in groups and organizations show **WEAKER** tendencies along the **Passive/Defensive styles**.



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