

## How the Four Styles tend to Approach Clear Keys.

Carey G. Mumford © 2004

**Drivers**, with their bottom line, direct, task oriented traits, and dislike for having anything that threatens to take advantage of them, tend to place clear keys on the "suspect list" initially. They move fast and are impatient. They may try the process when they are "in the view of others" and then discard it at first, trying it again later on their own terms. They often use it for a time and then discard it, but keep repeating that pattern until they either decide to go with it or discard it altogether. A lot depends on their position on the trust continuum.

**Persuaders**, with their high level people interest and concern, coupled with their fun-loving ways, tend to take a fast look at clear keys initially (it's fun), but be easily distracted because the process is "too slow" for them and the fun goes away very quickly. They move fast and are easily bored. Their tendency to scatter shots, which comes from their trait hierarchy that puts people first and tasks last, resulting in less focus on tasks and what looks like disorganization, is so prominent that they simply do not catch the advantages early. The "scatter-shot" (from the disorganization tendency) is so omnipresent it invades their trust sharply, again depending on where they are on that continuum.

**Craftsmen**, with their fine rhythm, pace and smooth movement, usually find very satisfactory results early, though they need plenty of time to practice with it and see the results in their game. They move slowly, though without hesitation, and are always patient. Seeing the result tends to be a bit harder for them since they often have had very good experiences with their native rhythm and pace, so progress may not have an early advantage from a sharp comparison with what came before it. They are typically very good at implementing the process, once they have some experience with it, however.

**Analyzers**, with their traits involving detail, precision and perfection, may reject the idea of clear keys out of hand, though that's rarely their final judgment. Their minds may be initially investing in a strong, incisive and provocative evaluation. They move very slowly since they have to look, study, and then look again before they make a calculated move. More often than not, if they have not heard about the process, their ears narrow, if not close, at first, to give themselves enough time and opportunity to carefully appraise what they have seen and heard till they judge that it might have some value. After awhile, that group becomes the best of the four styles at using and mastering the process, because they simply will not mess with the "system" and they make very sure they are persistent in doing it "right."

Considering the "14 second" window for execution (14 is the outer limit, not an imperative for all), Drivers and Persuaders tend to get their shots off between 7 and 10 seconds, and Craftsmen and Analyzers tend to execute between 10 and 14 seconds. That's a rule of thumb - a guideline - and there are very occasional exceptions.

So clear key length becomes important since it needs to cover one's entire swing and time frame. The faster one moves (normally) the shorter the key may be and vice versa.