

## How the Analyzer Style\* HELPS or HINDERS your Success

(Helpful attributes are in GREEN...Hindering attributes are in RED)

\* Its Main Value to your practice is to: **Do Get Tasks Done Accurately**

### How analyzer style thinking makes you react—the Analyzer Style's Attributes:

Its *task-oriented* (tasks are more important than people) **Purpose** is *to unerringly proceed*

Its **Symbiotic Emotion** is: **Fear** (whose purpose is *to alert us to danger*)

Its fast-paced **Sensory Attribute** is: Visual-words; I think in pictures of words

Its slow-paced **Sensory Attribute** is: Kinesthetic; I think in feelings

Its **Motivations** are:

- ☹ **Loss/Pain:** I avoid any loss or pain
- ☺ **Necessities:** I do what I am obligated to do
- ☹ **Differences:** I distrust most situations

Its **Attitudes** are: cautious, conventional, **accurate**, diligent, disciplined, introspective, logical, methodical, modest, **negative**, preparative, reserved, respectful, **self-conscious**, self-controlled, shy, tactful, **tedious**, thrifty, **touchy**

**Important!** The analyzer style is **opposite** to the **Socializer** style, whose motivations are:

- ☹ **Gain/Pleasure:** I seek out gain and pleasure
- ☹ **Possibilities:** I do what seems gratifying
- ☺ **Similarities:** I trust most situations

The socializer style's opposite Attitudes are: **boisterous**, capricious, carefree, **careless**, charming, creative, enthusiastic, **exaggerative**, exciting, expressive, **generous**, **impulsive**, **inspiring**, inquisitive, **persuasive**, playful, **positive**, **talkative**, **teasing**

Thus, when strong in the analyzer style and weak in the socializer style you are doubly strong in the analyzer style and doubly weak in the socializer style, because they can't balance each other out.

**The Doctor's use of the Analyzer Style:** The doctor's job is to manage and promote the practice and treatment.

The analyzer style **HELPS** the doctor to do that job by:

- Paying attention to detail at the new patient exam to gain all the patient data needed
- Considering all relevant details when doing Dx & Tx Planning
- Considering all pertinent data during treatment to have the ideal result
- Paying attention to all pertinent practice data to effectively operate the practice

The analyzer style **HINDERS** the doctor from doing that job by:

- Being afraid to make decisions that are necessary to run the practice
  - This is resolved by realizing that decisions do not have to be perfect, just adequate when necessary
- Seeming “cold” when meeting new patients
  - This is resolved by preparing for a new patient exam by assuming it will go well
- Being too touchy about how well team members perform their tasks
  - This is resolved by realizing that nothing is perfect and that it is an opportunity to help them do better, not an opportunity to find fault with them

**Bottom Line:** It is best for the doctor to be *moderate* (not strong or weak) in the analyzer style. It also helps if the doctor to *not* be too weak in the opposite socializer style (for selling cases).

**The TC’s use of the Analyzer Style:** The TC’s job is to get patients started in treatment.

The analyzer style **HELPS** the TC to do that job by:

- Accurately obtaining patient data at the exam to support the doctor’s Dx & Tx Planning
- Accurately presenting the doctor’s findings at the Tx Consultation
- Being diligent about following up on OBS patients to get them started

The analyzer style **HINDERS** the TC from doing that job by:

- Being “cold” by concentrating on the procedural details instead of the patient/family
  - This is resolved by having the TC be more focused on the patient/family’s needs than on getting the exam done perfectly

**Bottom Line:** It is best for the TC to be *moderately weak* (not weak, but never strong) in the analyzer style. It also helps if the TC is *strong* in the opposite socializer style.

**The Receptionist’s use of the Analyzer Style:** The receptionist’s job is to control the daily schedule.

The analyzer style **HELPS** the Receptionist to do that job by:

- Getting her tasks done accurately by considering all pertinent details
- Obtaining all pertinent data on new patient calls

The analyzer style **HINDERS** the Receptionist from doing that job by:

- Being “cold” instead of warm and friendly, which puts off patients and family when they call
  - This is resolved by having her pause, take deep breaths and smile before she answers the phone
- Not being flexible enough to deal with necessary changes in the schedule
  - This is resolved by having her realize that she can vary the schedule *within reason* when required

**Bottom Line:** It is best for the Receptionist to be *moderate* (not weak or strong) in the analyzer style. It is also important that the Receptionist be *moderate* in the opposite socializer style.

**The Bookkeeper's use of the Analyzer Style:** The bookkeeper's job is to control the practice's finances.

The analyzer style **HELPS** the Bookkeeper to do that job by:

- Being accurate and methodical when doing her job
- Looking at all of the details to better understand the guarantors and their accounts

The analyzer style **HINDERS** the Bookkeeper from doing that job by:

- Being "cold" and too task-oriented instead of warm and friendly when interacting with patients and families
  - This is resolved if she is not distressed, which allows her to use her people styles to warm up to
- Possibly being too touchy about making mistakes, making others "walk on eggshells" when around her
  - This is resolved if she realizes that everybody makes mistakes and have to own up to and correct them

**Bottom Line:** It is best for the Bookkeeper to be *strong* (never weak) in the analyzer style. It is also important that the Bookkeeper also be *moderately weak* in the opposite socializer style.

**The Dental Assistants' use of the Analyzer Style:** The DA's job is to assist the doctor in the patient's treatment.

The analyzer style **HELPS** the DA to do that job by:

- Getting their patient treatment procedures done accurately
- Paying attention to the details of what they do to avoid mistakes

The analyzer style **HINDERS** the DA from doing that job by:

- Being too concerned about doing their tasks perfectly, and spending too much time doing them
  - This is resolved by realizing that perfection does not exist and not wasting time trying to achieve
- Being too touchy about their mistakes
  - This is resolved by realizing that nobody is perfect, even her, and she has to own up to her mistakes
- Being a "kinesthetic" analyzer (rare) and not being able to keep up with the rest of the practice
  - This is resolved by not hiring her or by helping her to seek employment elsewhere

**Bottom Line:** It is best for the Dental Assistants to be *moderate* (but never weak) in the analyzer style. It is also important that the Dental Assistant be *moderate* in the opposite socializer style.