



STRATEGIC THINKING
FRAMEWORK
By Dan Willms

#SampleReport



LET'S DO IT TOGETHER LET'S DO IT TOGETHER LET'S DO IT TOGETHER



#CharlotteDavis

About the Assessment

Success in leadership, problem-solving, and decision-making is not about a single skill—it's about how you think, act, and adapt in different situations. The Strategic Thinking Framework Assessment is designed to give you a deeper understanding of how you naturally approach challenges, collaboration, and execution.

Throughout this report, you will explore:

- **Your core thinking and leadership tendencies**
- **What drives your decisions and actions**
- **How you respond to challenges and pressure**
- **The best ways to collaborate with others**
- **Opportunities for growth and strategic improvement**

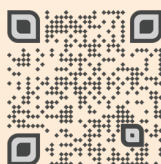
This assessment is not about labeling you—it's about understanding how you think and how to leverage that knowledge to be more effective in any environment. Whether you are visionary like an Eagle, results-driven like a Shark, structured like a Wolf, or people-focused like a Dolphin, this framework will provide personalized insights to help you thrive. **Let's dive in and discover how your thinking style shapes your success.**

Who I Am

The Dolphin / #Let'sDoltTogether

I am someone who values connection, harmony, and meaningful relationships. The way I communicate and interact with others is driven by a strong sense of empathy, collaboration, and inclusivity. I thrive in environments where people work together with mutual respect, trust, and openness. My natural ability to understand emotions allows me to create positive spaces where people feel heard, valued, and appreciated.

More than just a team player, I bring people together, ensuring that relationships are nurtured and strengthened. I genuinely care about how others feel and strive to maintain peace and cohesion in both professional and personal settings. While I love working with others, I sometimes struggle with confrontation and may put others' needs before my own, even when it's not the best decision for me.



#GetInTouch

Scan this QR Code to get in touch with me.

#Let'sGetToKnowYourResults

About Your Results



CHARLOTTE DAVIS

Your Strategic Thinking Framework & How You Use Your Brain

The image below shows four thinking frameworks, and illustrates ways you naturally engage with them at this time in your life. It also illustrates your primary and secondary thinking frameworks.

Shark 20%
#Let'sDoltFast



Eagle 28%
#Let'sDoltDifferently



Wolf 12%
#Let'sDoltRight



Dolphin 40%
#Let'sDoltTogether



The highest your score (%) the more natural is that specific style for you, it means it requires less energy for you to operate from that place.



Coaching Question:

#Let'sGetToKnowYourResults

The chart below shows how you naturally tend to process information—whether you lean more toward emotional or rational thinking. The percentages are based on your assessment results.

Eagle + Dolphin

The Eagle and the Dolphin are more emotionally driven styles. Their thinking tends to be guided by feelings, intuition, and personal impressions—functions often associated with the limbic system, which helps us process emotions and connect with others.



Shark + Wolf

The Shark and the Wolf are more rationally driven styles. Their thinking tends to focus on logic, structure, and objective analysis—functions commonly associated with the cerebral cortex, the part of the brain responsible for planning, problem-solving, and task-focused thinking.



Coaching Question:

#Let'sGetToKnowYourResults

The chart below shows how you naturally tend to process information—whether you lean more toward thinking or action. The percentages are based on your assessment results.

Thinking 40%



Eagle + Wolf

The Eagle and the Wolf are more strategy-driven styles. Their thinking tends to focus on long-term goals, planning, and the future impact of their decisions. This kind of thinking is connected to the prefrontal cortex—the part of the brain responsible for strategy, planning, and big-picture thinking.

Action 60%

Shark + Dolphin

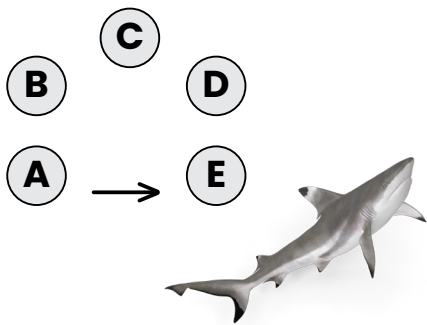
The Shark and the Dolphin are more action-oriented styles. Their thinking often focuses on what needs to happen right now—quick wins, fast decisions, and short-term goals. This way of thinking is connected to the more instinctive parts of the brain, like the limbic system and the basal ganglia, which help us react quickly, form habits, and respond emotionally.

It's helpful to know that while the Dolphin may act quickly, their internal process is often slower and more reflective—driven by emotions, intuition, and a desire to connect with others.

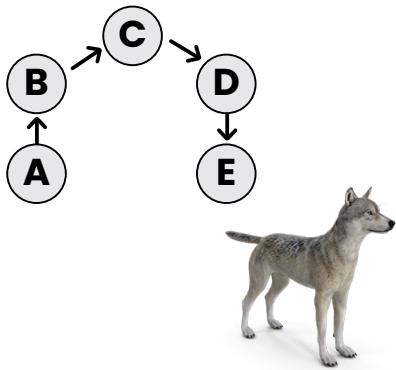
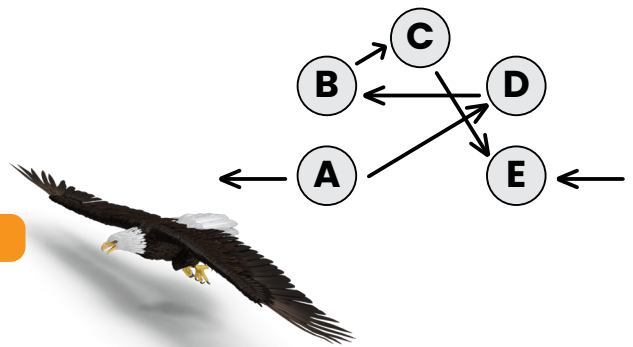


#Let'sGetToKnowYourResults

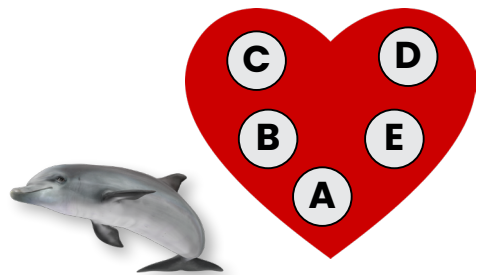
How Each Style Receives and Process Information



Faster

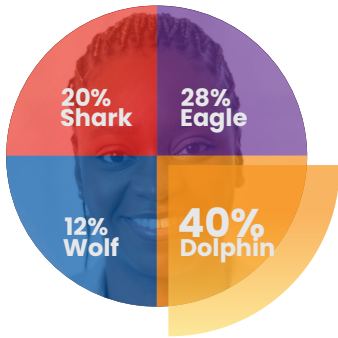


Slower

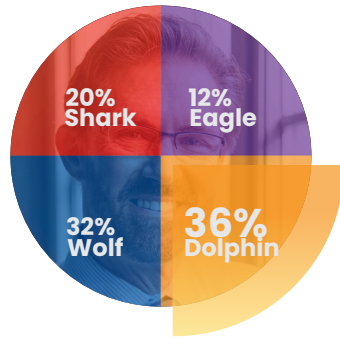


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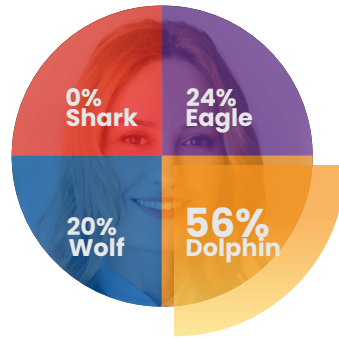
#Let'sGetToKnowTheTeam



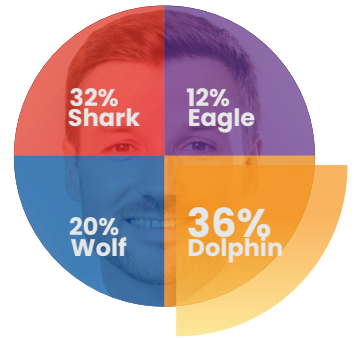
Charlotte



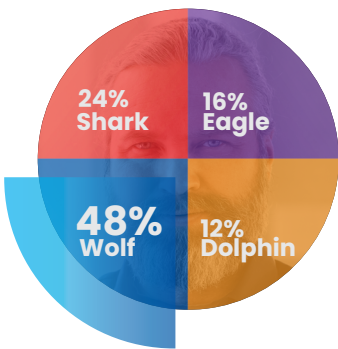
James



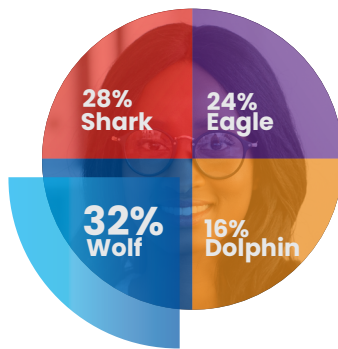
Ella



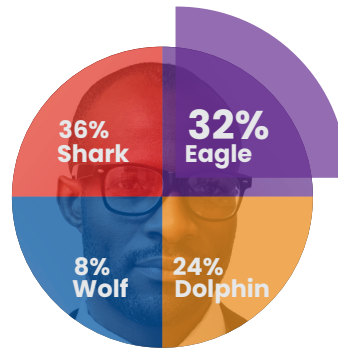
Liam



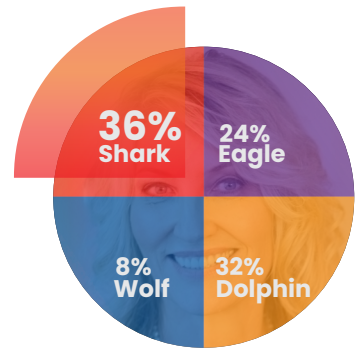
Heinrich



Sophia



Benjamin



Olivia



Coaching Question:

#Let'sGetToKnowTheProfiles

The Four Strategic Thinking Styles

Every person approaches challenges, decision-making, and leadership uniquely. Understanding your style allows you to leverage your natural abilities, improve collaboration, and enhance your overall effectiveness. No style is better than another—each plays a vital role in effective leadership and problem-solving.

Eagle – Vision & Innovation:

- Big-picture thinkers who drive strategy and change but may overlook details.
- Strengths: Strategic, visionary, bold.
- Watch out for: Impatience, lack of structure.

Shark – Action & Results:

- Decisive and competitive, Sharks push for quick wins but may act impulsively.
- Strengths: Fast decision-making, execution-focused.
- Watch out for: Low tolerance for delays, overly aggressive approach.

Wolf – Structure & Precision:

- Logical and detail-driven, Wolves ensure order and efficiency but may resist change.
- Strengths: Organized, disciplined, risk-aware.
- Watch out for: Overanalysis, slower decisions.

Dolphin – Connection & Collaboration:

- Empathetic and team-focused, Dolphins build relationships but may avoid conflict.
- Strengths: Collaborative, emotionally intelligent.
- Watch out for: Struggles with tough decisions, prioritizing harmony over results.



Coaching Question:

#WhoIAm

Who I Am

The Dolphin / #Let'sDoltTogether

I am someone who values connection, harmony, and meaningful relationships. The way I communicate and interact with others is driven by a strong sense of empathy, collaboration, and inclusivity. I thrive in environments where people work together with mutual respect, trust, and openness. My natural ability to understand emotions allows me to create positive spaces where people feel heard, valued, and appreciated. More than just a team player, I bring people together, ensuring that relationships are nurtured and strengthened.

I genuinely care about how others feel and strive to maintain peace and cohesion in both professional and personal settings. While I love working with others, I sometimes struggle with confrontation and may put others' needs before my own, even when it's not the best decision for me.

What Drives Me

I am deeply motivated by:

- **A sense of belonging—knowing I am an important part of the team or community.**
- **Open and honest communication that fosters trust and understanding.**
- **Feeling appreciated for the emotional and social value I bring to a group.**
- **Collaborative work that allows me to share and contribute ideas in a safe space.**
- **Helping others feel seen, valued, and included.**

When I work in an environment where respect, kindness, and teamwork are prioritized, I flourish. I give my best when I know that my efforts contribute to a greater purpose and positively impact those around me.



Coaching Question:



#WhoIAm

How I Solve Problems



When challenges arise, I naturally approach them with consideration for the people involved. I don't just look for quick fixes—I want to find solutions that maintain relationships and strengthen trust. My ideal approach includes:

- **Encouraging collaboration** – I believe that the best solutions come when everyone has a voice and a chance to contribute.
- **Focusing on harmony** – I try to resolve issues in ways that minimize conflict and preserve relationships.
- **Avoiding harsh criticism** – I prefer to present challenges in a constructive way that keeps morale high.
- **Communicating openly** – I ensure that everyone feels heard and respected throughout the problem-solving process.

While I prefer to avoid direct conflict, I understand that some situations require honest conversations. I am working on becoming more comfortable addressing issues directly while maintaining the empathy and warmth that define my approach.

How I Respond to Stress and Tension



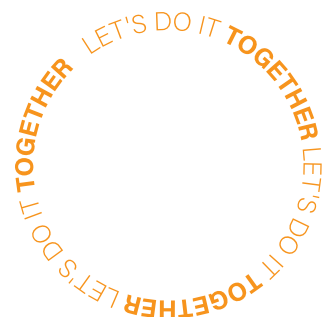
I feel most at ease when my environment is positive, supportive, and free of unnecessary conflict. However, when things become tense, I tend to:

- Avoid confrontation, hoping that the issue will resolve itself.
- Prioritize keeping the peace, even if it means not expressing my own needs.
- Take things personally and feel affected by criticism or harsh feedback.
- Seek reassurance from others to restore a sense of connection.

In these moments, I benefit from gentle, supportive communication that reassures me of my value while also providing clear direction. I appreciate when people check in with me and acknowledge the effort I put into maintaining relationships.



Coaching Question:



#WhoIAm

How I Work Best With Others



I am at my best when I work with people who value:

- **Emotional intelligence** – I connect easily with those who are aware of their own emotions and considerate of others.
- **Collaboration over competition** – I enjoy working in environments where people help each other rather than compete for recognition.
- **Respectful and open communication** – I appreciate conversations where people share their thoughts without fear of judgment or conflict.
- **Encouragement and appreciation** – While I don't need constant praise, I feel more motivated when my contributions are acknowledged.

The best way to connect with me is through genuine, warm interactions that emphasize trust and teamwork. When I feel comfortable and supported, I can offer my full energy and creativity to any situation.

Where I Struggle



Like everyone, I have areas where I can improve. My biggest challenges often stem from my deep investment in relationships and emotions. Some of the things I work on include:

- **Setting boundaries** – I sometimes say “yes” when I should say “no” because I don't want to disappoint others.
- **Handling criticism** – I can take feedback personally, even when it's meant to help me grow.
- **Facing conflict directly** – I prefer to keep things peaceful, which sometimes leads me to avoid difficult conversations.
- **Prioritizing results as well as relationships** – I focus so much on how people feel that I sometimes lose sight of the bigger picture.

By recognizing these tendencies, I can take steps to strengthen my ability to handle challenges while still staying true to my core values of empathy and connection.

How I Can Grow and Improve



For me to continue developing and reaching my full potential, I can:

- Practice speaking up for myself without fear of disrupting harmony.
- View feedback as an opportunity to grow, rather than a personal judgment.
- Learn to manage conflict in a way that balances honesty and empathy.
- Establish healthy boundaries to ensure that I don't overextend myself.
- Recognize that my kindness and emotional intelligence are strengths, not weaknesses.

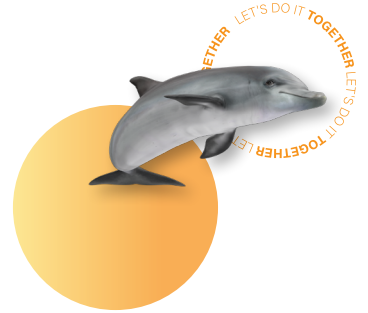
I know that my ability to connect with others and create a positive, inclusive environment is one of my greatest strengths. By continuing to refine my approach, I can enhance my impact while also ensuring that my own needs and well-being are not overlooked.



Coaching Question:

#Let'sGetToKnowTheDolphin

Working Effectively With the Dolphin



You Will Notice

Sensitivity, and empathy in relationships, as well as open and open communication.

When Trying to Connect



- Value harmony in relationships, show genuine interest in connecting in a respectful and inclusive way.
- Celebrate group achievements, acknowledge collective efforts and create moments of celebration and unity.
- Be approachable and understanding, encourage open conversations and show empathy.

When Problems Need to Be Solved



- Include the team in the solution, show that everyone's solution will be considered to resolve the issue.
- Avoid an overly critical tone, focus on the solution rather than emphasizing personal shortcomings that might affect the group.
- Present collaborative solutions, highlight the positive impact the resolution will have on relationships and the environment.

When Things Get Tense



- Maintain a respectful tone, don't be carried away by tension, emphasize unity and collaboration.
- Show empathy, validate their feelings and demonstrate concern for the well-being of the group.
- Reinforce the importance of the collaboration, show that, despite the problem, they are more important than the conflict.



Motivated By

Harmonious relationships and friendly work environments, feeling part of a united team.

Limitations



A tendency to post poned conflict resolution, prioritizing others' happiness over results, and difficulty dealing with criticism.

Fears



Not being accepted, "not being liked", breaking harmonious relationships, and creating interpersonal conflicts.

Coaching Question:

#Let'sGetToKnowTheDolphin

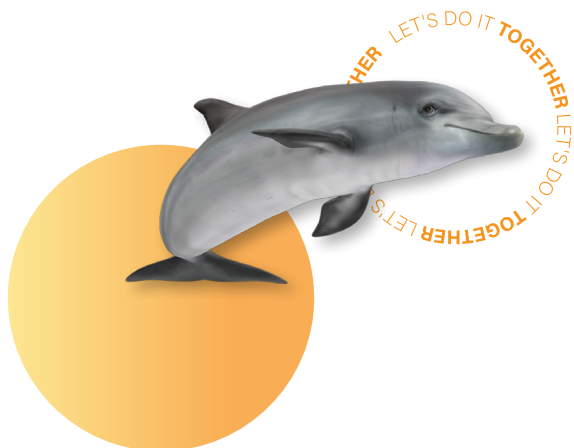
Managing someone with this profile requires sensitivity, tact, patience, and a collaborative approach.

Motivating the Dolphin

- **Create a Harmonious Environment:** They feel motivated in environments where people work well together and there is an atmosphere of respect and kindness. "I love when you bring such a positive energy to the team."
- **Reinforce the Sense of Belonging:** Involve them in collective activities and show how they are an important part of the team. "This task will help the team a lot to reach its goals, and I know we can count on you to do it with care and empathy."
- **Offer Public Recognition:** Group celebration moments are highly motivating for the "Dolphin." They love seeing the team's efforts recognized, including their own.
- **Highlight the Purpose:** They work better when they understand how their actions positively impact those around them and the group as a whole.

Praising the Dolphin

- **Be Specific:** Instead of generic compliments like "good job," describe exactly what they did and how it impacted the team or project.
- **Recognize Interpersonal Skills:** Appreciate their empathy, ability to unite the team, or resolve conflicts discreetly.
- **Show Gratitude:** Phrases like "You make our environment lighter" or "Your presence makes a difference to everyone" are powerful for them.



Coaching Question:

#Let'sGetToKnowTheDolphin

Advising the Dolphin

- **Create a Safe Space:** They will only accept advice if they feel they won't be judged or criticized. Use a warm and welcoming approach.
- **Focus on Strengths:** Highlight how their skills can be used to overcome the challenges they face.
- **Be Empathetic:** Validate their emotions before offering advice. For example, "I understand how this situation might be uncomfortable for you, but let's work through it together."
- **Guide with Questions:** Instead of imposing solutions, ask questions that help them reflect and come to their own conclusions.

Correcting the Dolphin

Correcting the "Dolphin" is one of the biggest challenges, as they are extremely sensitive to criticism. Use the following strategies:

- **Be Gentle and Careful:** Avoid aggressive tones or words that may sound accusatory. Start by highlighting something positive before addressing the issue.
- **Speak in the Singular:** Present the problem as a specific situation, not as a personal trait. For example, "In this specific case, I think we could try another approach."
- **Emphasize the Relationship:** Reinforce that you value the relationship and that the correction doesn't affect how you see them as a person.
- **Offer Support:** Show that you're willing to help them improve and that they are not alone in the process.

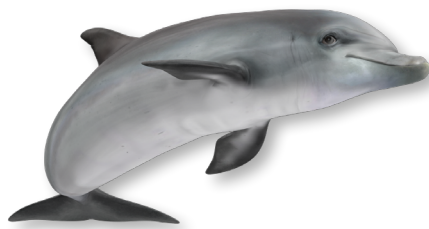


Coaching Question:

#Let'sGetToKnowTheDolphin

Delegating to the Dolphin

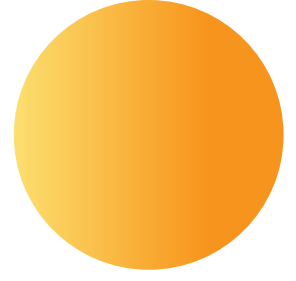
- **Explain the Impact:** Show how the task will contribute to collective harmony or success. They are motivated when they know they're helping the group.
- **Choose Relational Tasks:** Delegate activities that involve collaboration, such as mediating conflicts or organizing team events.
- **Offer Clear Support:** Make sure they know they can count on you or other colleagues if they have questions or difficulties.
- **Avoid Excessive Pressure:** They may overwhelm themselves trying to please everyone. Break tasks into smaller parts and monitor progress closely.



Working with the “Dolphin” profile requires a sensitive and collaborative approach. They are a great asset in creating harmonious and cohesive environments but need support when dealing with conflicts and criticism. When managing them, always reinforce their interpersonal connections and validate their positive impact on the team.



Coaching Question:



#Let'sGetToKnowTheDolphin

Adapting Your Leadership When They Are

Wolf:

- Minimize uncertainties by explaining risks and actions in detail.
- Reduce resistance to change by demonstrating confidence in planning.
- Focus on practical solutions that prioritize speed without compromising quality.
- Be more flexible when dealing with new approaches.
- Balance the pursuit of stability with the need for innovation.
- Face new challenges without fear of losing control.

Shark:

- Work better in a team and recognize the value of others' contributions.
- Listen to others' ideas before deciding, and show how collaboration can accelerate results.
- Be less impatient with processes.
- Understand that accepting others' contributions and trusting the team can share responsibilities without compromising results.
- Make fewer demands and more assertive requests.

Dolphin:

- Find a balance between prioritizing others' needs and valuing their own ideas and contributions.
- Address conflicts without avoidance or delay, using nonviolent communication and focusing on collaborative solutions.
- View criticism as opportunities for learning and growth, rather than as threats to harmony or acceptance.
- Work on self-esteem and self-confidence, demonstrating that disagreeing or setting boundaries does not affect their relationships.

Eagle:

- Be more consistent over time.
- Organize their ideas to focus on the present, avoiding distractions.
- Develop patience when dealing with bureaucratic processes and routines.
- Recognize that small steps can lead to significant progress.
- Demonstrate how their vision can be applied in a practical way.
- Allow others to collaborate in building ideas.
- Focus on a long-term plan, avoiding impulsiveness.



Coaching Question:

#Let'sGetToKnowTheDolphin

How to Delegate When They Are

Wolf:

- **Motivating:** Provide space to create and implement plans and controls that will offer the security of the data they need.
- **Praising:** Appreciate their attention to detail and the quality of their analyses and solutions.
- **Advising:** Use facts and data to support your point, avoiding subjectivity.
- **Correcting:** Objectively point out the difference between what was expected and what occurred, always using concrete data and examples. Show how adjustments can be made without compromising the stability or order of the processes.
- **Delegating:** Provide detailed and structured instructions with clear guidelines, parameters, and deadlines.

Shark:

- **Motivating:** Present clear challenges and highlight the results that can be achieved quickly.
- **Praising:** Acknowledge initiative, practicality, and focus on results.
- **Advising:** Be direct and objective, presenting facts and clear solutions.
- **Correcting:** Maintain a firm and practical tone. Show the difference between current performance and expected outcomes, emphasizing the impact on results.
- **Delegating:** Avoid unnecessary details and trust the person's ability to handle challenges independently.

Dolphin:

- **Motivating:** Provide a harmonious and inclusive environment.
- **Praising:** Highlight how their contributions help create a positive and friendly work atmosphere.
- **Advising:** Be kind and understanding, prioritizing the person's emotions and needs.
- **Correcting:** Emphasize the importance of solving the problem without compromising relationships.
- **Delegating:** Give clear instructions and emphasize how the task will contribute to the group's well-being.

Eagle:

- **Motivating:** Encourage innovation and emphasize how their ideas can drive impact and progress.
- **Praising:** Acknowledge their ability to see the "big picture" and create unique strategies.
- **Advising:** Connect feedback to the "big picture," showing how focusing on the present can strengthen their future vision.
- **Correcting:** Suggest adjustments that respect their need for autonomy while reinforcing consistency.
- **Delegating:** Set clear goals and deadlines but allow freedom to implement creative solutions.



Coaching Question:

#WhenWorkingWith Dolphin & Eagle



Connection Meets Vision

When a Dolphin and an Eagle work together, the Dolphin prioritizes relationships, harmony, and emotional intelligence, while the Eagle focuses on strategy, innovation, and bold action. The Dolphin ensures that team morale stays strong, but if not aligned, the Eagle may move too fast for the Dolphin's comfort, and the Dolphin may struggle to keep up with the Eagle's rapid decisions.

People-Oriented vs. Goal-Oriented Thinking

- **Challenge:** The Dolphin focuses on team well-being, while the Eagle prioritizes results and vision. The Dolphin may feel the Eagle ignores emotional impact, while the Eagle may feel the Dolphin slows down progress with too much consideration for others.
- **Solution:** The Dolphin should help the Eagle understand the human impact of decisions, while the Eagle should ensure the Dolphin feels heard when discussing team dynamics.
- **Action Step:** Use "Impact Alignment Discussions", where the Dolphin presents team concerns, and the Eagle connects those concerns to long-term strategy.

Sensitivity vs. Direct Communication

- **Challenge:** The Dolphin prefers gentle and inclusive conversations, while the Eagle values blunt and action-driven feedback. The Dolphin may feel overwhelmed by the Eagle's intensity, while the Eagle may find the Dolphin too soft in decision-making.
- **Solution:** The Dolphin should prepare for direct discussions without taking things personally, while the Eagle should frame feedback with encouragement.
- **Action Step:** Implement a "Balanced Feedback Approach", ensuring the Eagle's directness doesn't alienate the Dolphin, and the Dolphin remains open to strategic direction.

Connection vs. Speed of Execution

- **Challenge:** The Dolphin takes time to build consensus, while the Eagle prefers fast decision-making. The Dolphin may see the Eagle as rushing ahead without considering people, while the Eagle may see the Dolphin as slowing things down unnecessarily.
- **Solution:** The Dolphin should help the Eagle manage change by ensuring buy-in, while the Eagle should value the Dolphin's role in maintaining engagement.

- **Action Step:** Assign the Dolphin a "People Alignment Role", ensuring the Eagle's big ideas are well-received before full implementation.



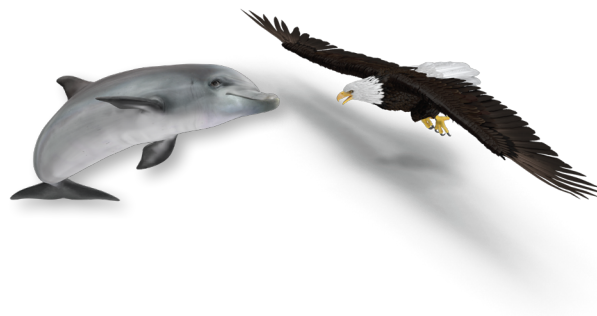
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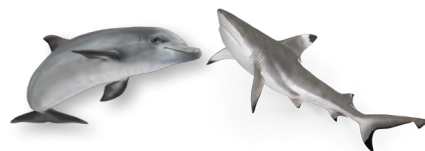
Coaching Question:

#WhenWorkingWith / #ActionPlan

Action Plan on How to Work With Dolphin & Eagle



#WhenWorkingWith



Dolphin & Shark

Connection Meets Action

When a Dolphin and a Shark work together, the Dolphin values relationships, harmony, and inclusivity, while the Shark focuses on results, competition, and speed. The Dolphin ensures a supportive work environment, but if not managed well, the Shark may come across as too aggressive, and the Dolphin may struggle to assert their own needs.

Emotional Sensitivity vs. Results-Driven Focus

- **Challenge:** The Dolphin prioritizes emotions and relationships, while the Shark values efficiency and winning. The Dolphin may feel the Shark is too harsh, while the Shark may feel the Dolphin is too sensitive.
- **Solution:** The Dolphin should develop resilience in high-pressure situations, while the Shark should practice empathy in communication.
- **Action Step:** Use a “Results + People Balance” system, where both acknowledge the value of performance while maintaining team morale.

Gentle Approach vs. Direct Assertiveness

- **Challenge:** The Dolphin prefers collaboration and diplomacy, while the Shark is direct, competitive, and assertive. The Dolphin may feel overpowered, while the Shark may see the Dolphin as indecisive.
- **Solution:** The Dolphin should learn to be assertive, while the Shark should respect the Dolphin’s communication style when discussing team dynamics.
- **Action Step:** Implement “Communication Style Adaptation”, ensuring the Shark listens before acting, and the Dolphin communicates boundaries clearly.

Stability vs. Fast-Paced Execution

- **Challenge:** The Dolphin wants a harmonious, steady-paced environment, while the Shark pushes for constant action and quick wins. The Dolphin may see the Shark as too forceful, while the Shark may feel the Dolphin is slowing things down.
- **Solution:** The Dolphin should embrace some level of urgency, while the Shark should allow moments for relationship-building to keep morale high.



Coaching Question:

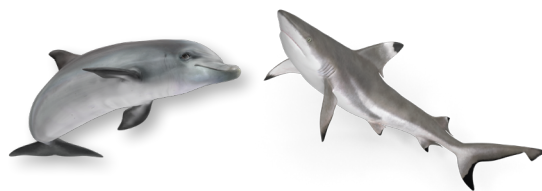
- **Action Step:** Schedule “Fast-Paced Work with Connection Time”, balancing execution speed and relational check-ins.



Coaching Question:

#WhenWorkingWith / #ActionPlan

Action Plan on How to Work With Dolphin & Shark



#WhenWorkingWith



Dolphin & Dolphin

Connection Meets Harmony

When two Dolphins work together, they create a strong, emotionally supportive environment. However, they may struggle with avoiding conflict, hesitating to make firm decisions, or over-prioritizing emotions over results.

Collaboration vs. Decision-Making Delays

- **Challenge:** Two Dolphins prioritize inclusion and group consensus, which can delay action if no one takes charge.
- **Solution:** Establish clear decision-making processes, ensuring discussions don't stall execution.
- **Action Step:** Use a "Collaboration with Decision Deadlines" system to ensure timely progress.

Conflict Avoidance vs. Necessary Feedback

- **Challenge:** Two Dolphins may hesitate to provide critical feedback, fearing it will affect relationships.
- **Solution:** Create a culture of supportive, constructive feedback, making discussions about improvement, not personal criticism.
- **Action Step:** Implement "Safe Feedback Spaces", ensuring necessary feedback is given while maintaining harmony.

Emotional Sensitivity vs. Workplace Productivity

- **Challenge:** Two Dolphins may prioritize relationships over efficiency, focusing too much on team well-being at the cost of productivity.
- **Solution:** Balance relationship-building with performance expectations.
- **Action Step:** Use "Emotional Connection + Goal Alignment", ensuring both team unity and tangible results.



Coaching Question:



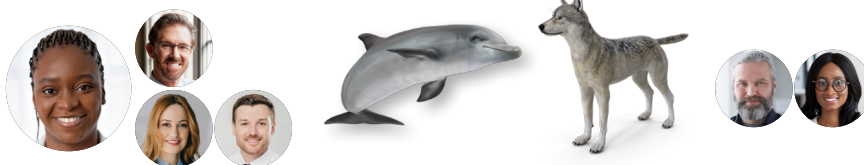
Coaching Question:

#WhenWorkingWith / #ActionPlan

Action Plan on How to Work With Dolphin & Dolphin



#WhenWorkingWith



Dolphin & Wolf

Connection Meets Structure

When a Dolphin and a Wolf work together, the Dolphin focuses on emotional intelligence and team dynamics, while the Wolf prioritizes structure, organization, and efficiency. The Dolphin ensures collaboration and inclusivity, but if not aligned, the Wolf may seem too rigid, and the Dolphin may struggle with the Wolf's structured, no-nonsense approach.

Emotional Intelligence vs. Logic-Driven Thinking

- **Challenge:** The Dolphin makes decisions based on relationships and group dynamics, while the Wolf relies on logic and structured planning. The Dolphin may see the Wolf as too impersonal, while the Wolf may see the Dolphin as too emotionally driven.
- **Solution:** The Dolphin should acknowledge the importance of structure, while the Wolf should consider the emotional impact of decisions.
- **Action Step:** Use an "Efficiency + Morale Review", ensuring both logic and emotional well-being are part of decision-making.

Warmth vs. Directness in Communication

- **Challenge:** The Dolphin values encouragement and warmth, while the Wolf prefers straightforward, factual communication. The Dolphin may feel the Wolf is too cold, while the Wolf may see the Dolphin as too soft.
- **Solution:** The Dolphin should adapt to clear, structured conversations, while the Wolf should include some relational check-ins.
- **Action Step:** Establish a "Constructive Communication Guide", helping the Wolf deliver feedback in an encouraging way while ensuring the Dolphin accepts direct discussions without discomfort.

Flexibility vs. Predictability

- **Challenge:** The Dolphin values adaptability and emotional flow, while the Wolf thrives on predictability and structure. The Dolphin may feel restricted, while the Wolf may find the Dolphin too unpredictable.
- **Solution:** The Dolphin should appreciate the stability the Wolf provides, while the Wolf should allow some flexibility in plans when needed.



Coaching Question:

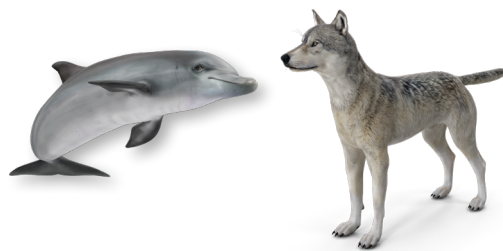
- **Action Step:** Introduce a "Structured Plans with Adaptive Space" approach, ensuring both clarity and room for adjustment.



Coaching Question:

#WhenWorkingWith / #ActionPlan

Action Plan on How to Work With Dolphin & Wolf



#OnePager

Working Effectively With the Shark:

#Let'sDoltFast

You will notice: Quick results, action, initiative, practicality, competitive spirit.

Motivated by: Action and results, freedom to make decisions, and challenges.

Limitations: Individualism (difficulty working in groups), lack of empathy, impatience.

Fears: Losing control and being seen as inefficient or incapable of achieving quick results.

When Trying to Connect:

- Go straight to the point and avoid details.
- Show initiative, demonstrate that you also act quickly to achieve results.
- Respect their self-sufficiency to make decisions and handle challenges.

When Problems Need to Be Solved:

- Present quick and objective solutions, avoid overcomplicating and show what can be done immediately.
- Focus on impact and results, explain how solving the problem will help achieve larger goals.
- Avoid bureaucracy, simplify processes to make execution easier.



OLIVIA

When Things Get Tense:

- Be firm and confident, show assurance and don't back down in the face of tension.
- Reinforce the ultimate goal, remind them to focus on results to diffuse negative emotion.
- Avoid long discussions, prioritize practical actions instead of prolonging the conflict.



Working Effectively With the Wolf:

#Let'sDoltRight

When Trying to Connect:

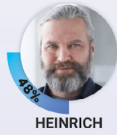
- Demonstrate organization and clarity, structure your ideas methodically and present plans with clear steps.
- Respect rules and processes, show that you value norms and methods, ensuring stability in what is proposed.
- Allow space for planning, request suggestions for improvements or analyses, valuing their ability to anticipate scenarios.



SOPHIA

When Problems Need to Be Solved:

- Use systems and methods, present solutions based on clear procedures, avoiding improvisation.
- Be punctual and responsible, show that you meet deadlines and are committed to quality solutions.
- Minimize uncertainties, explain risks in a structured way and demonstrate how they will be managed.



HEINRICH

You will notice: Consistency, compliance, loyalty, organization, punctuality, and respect for rules.

Motivated by: Order, control, and security.

Limitations: Take their time on decision-making, struggle adapting to change, and hesitation to risks.

Fears: Taking risks and failing, being wrong, losing control of the situation and information.

When Things Get Tense:

- Focus on logic, not emotion, use facts and data to argue, avoiding subjectivity.
- Reinforce security and stability, show how your approach maintains or restores control of the situation.
- Avoid last minute changes, if adjustments are necessary, explain the reason and how they will be implemented gradually.

Working Effectively With the Eagle:

#Let'sDoltDifferently

You will notice: Tend to stand out, quick decisions, creativity, strategic vision, dynamism, decision-making.

Motivated by: Doing things differently, innovating, provoking radical changes, and driving progress.

Limitations: Difficulty maintaining consistency, stubbornness, and lack of focus in the present moment.

Fears: Being stuck in routines, bureaucracies, or comfort zones that limit progress.

When Trying to Connect:

- Show them how the idea or project can create impact and drive progress.
- Show what's different about that.
- Talk about the big picture and long-term plans.



BENJAMIN

When Problems Need to Be Solved:

- Allow them to take the lead in defining strategies.
- Provide support while ensuring quick and effective decision-making.
- Be proactive and creative in presenting solutions.

When Things Get Tense:

- Offer clear options and let them choose.
- Don't be intimidated, and maintain professionalism.
- Show them you can zoom out and see things from a large perspective.

Working Effectively With the Dolphin:

#Let'sDoltTogether

When Trying to Connect:

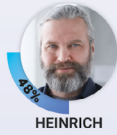
- Demonstrate organization and clarity, structure your ideas methodically and present plans with clear steps.
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- Avoid last minute changes, if adjustments are necessary, explain the reason and how they will be implemented gradually.



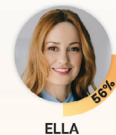
CHARLOTTE



JAMES



LIAM



ELLA

When Trying to Connect:

- Value harmony in relationships, show genuine interest in connecting in a respectful and inclusive way.
- Celebrate group achievements, acknowledge collective efforts and create moments of celebration and unity.
- Be approachable and understanding, encourage open conversations and show empathy.

When Things Get Tense:

- Maintain a respectful tone, don't be carried away by tension, emphasize unity and collaboration.
 - Show empathy, validate their feelings and demonstrate concern for the well-being of the group.
 - Reinforce the importance of the collaboration, show that, despite the problem, they are more important than the conflict.
- You will notice:** Sensitivity, and empathy in relationships, as well as open and open communication.
- Motivated by:** Harmonious relationships and friendly work environments, feeling part of a united team.
- Limitations:** A tendency to postpone conflict resolution, prioritizing others' happiness over results, and difficulty dealing with criticism.
- Fears:** Not being accepted, "not being liked", breaking harmonious relationships, and creating interpersonal conflicts.



Coaching Question:

#OnePager / #ActionPlan



#FinalThoughts

The Power of Connection

At my core, I believe that relationships are the foundation of everything meaningful. Whether at work or in my personal life, I strive to create an atmosphere where people feel valued, heard, and supported. My ability to foster connection is what sets me apart, and I take pride in the role I play in strengthening teams, friendships, and communities.

While I may sometimes struggle with confrontation and setting boundaries, I am continuously learning how to balance my desire for harmony with the ability to navigate challenges effectively. I am not just a team player—I am a bridge-builder, a supporter, and a positive force for connection. By embracing my strengths and being mindful of my growth areas, I can continue to thrive and help those around me do the same. Let's do it together!



Coaching Question:



STRATEGIC THINKING FRAMEWORK



Scan this QR Code
to get in touch.

Strategic Thinking Framework™

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This assessment is inspired by the pioneering research of Ned Herrmann on brain dominance and thinking preferences, adapted with our own interpretation and methodology.