

Dominance

Focus Killers for the High D

- Long, meandering conversations without a clear goal
- Overly detailed plans before execution
- Excessive approvals or needing permission to act
- Being micromanage

Problems and Challenges

Influence

Focus Killers for the High I

- Solo tasks that drag on without team engagement.
- Negative, dull, or overly rigid work environments
- Feedback that's overly critical or lacks encouragement
- Repetitive work with no fun or recognition

People and Contacts

Steadiness

Focus Killers for the High S

- Sudden project pivots or unclear priorities
- High-pressure deadlines with no support
- Unresolved conflict or tense dynamics
- Overwhelming multitasking demands

Pace and Consistency

Compliance

Focus Killers for the High C

- Vague instructions or goals with no context
- “Just do it” culture with limited execution details
- Environments where quality is overlooked
- Emotional decision-making without data

Procedures & Constraints