

PAVF side-by-side Characteristics Comparison

	Producer P	Analyzer A	Visionary V	Friend F
Some Specific Characteristics	Task and results-oriented, extroverted, strong-willed, direct, decisive, domineering, impatient.	Analytical, detail-oriented, logical, thorough, patient, disciplined, factual, withdrawn, quiet, reclusive, controlling.	Creative, outgoing, enthusiastic, persuasive, fun-loving, flexible, spontaneous, small attention span, makes verbal assaults.	Amiable, devoted, dependable, loyal, hard-working, cooperative, indecisive.
General Character	Busy	Orderly	Has Ideas	Cooperative
Fears	Not getting it done	Chaos	Not being appreciated	Conflict
Weaknesses in the Extreme	Becomes a bottleneck	Inaction paralysis	Takes too many risks	Wishy-washy
Perspective of P (views the other personality as)	Views another P as competition	Views A as putting too many rules and obstacles in the way	Views V as lacking focus on results	Views F as dawdling, in the pursuit of consensus
Perspective of A (views the other personality as)	Views P as short- circuiting process	Views another A as a good, silent worker	Views V as a loose cannon	Views F as too friendly, too soft
Perspective of V (views the other personality as)	Thinks P has no idea of big picture	Views A as too constricting	Views another V as wanting too much credit	Views F as having no original ideas
Perspective of F (views the other personality as)	Finds P to be too impatient, too hard	Feels that A is too factual	Views V as too avant-garde	Believes that another F offers a chance for real conversing
Communicates	On need-to-know basis	By focusing on details	Verbally mainly, rarely in writing	With many others
Appreciates	Hard workers	People under control	Those who respect me	Those who get along
Likes	Getting results	Organizing	Winning peer approval	Being nice