



## TYPE FIVE - THE OBSERVER/INVESTIGATOR

Analytical, Emotionally Detached, Private. Fives are motivated by the need to gain knowledge, conserve energy and avoid relying on others. They crave independence even in a team setting.

Fives are excessively rational and overly focused on analyzing future plans. Away from the present state of mind their need to constantly analyze every situation can develop mental hyperactivity which moves them away from being in the moment. Their energy saver focus can make it difficult for Fives to achieve new levels of performance.

**Here are tips for success in coaching and developing a Five to their full potential:**

**If your player is Five:**

- Fives need predictability. Let them know what demands will be placed on them every day, so they can accurately apportion their energies
- Speak to them in a straightforward and brief manner, they will tune you out if you go on and on.
- Don't put them on the spot unexpectedly or ask them to spontaneously do or say something.
- Encourage Fives to venture out of their comfort zone.
- Fives overvalue self-control, detaching attention from feelings "Drama is for lesser people." They therefore delay emotions until they are alone and in a safe setting.
- Fives are good at compartmentalizing, their commitments in life are kept in separate boxes.
- Fives like to understand how and why; provide context as to why a specific drill is being utilized.
- They strictly avoid conflict.
- Fives are extremely productive in a decision-making role that is protected from frontline interactions.
- Fives prefer to work in a flexible, unstructured way that allows them to set their own goals. Rules and regulations often get in the way.

**If your Coach is a Five:**

- They are positive, analytical and logical. They are calm under pressure.
- Be aware Fives may expect more intellectual achievement than is developmentally appropriate.
- They can become irritated when they have to repeat things, because of the effort required to get their thoughts out in the first place.