



# The E

## Exactness



Denim Slade PhD

## PERFECTING

Es' main and most powerful motive is to improve things. The variable of **PERFECTING** includes **ALL OR NOTHING/AVOIDANCE**; **HIGH TOLERANCE FOR NEGATIVE EMOTION**; **"SHOULD;"** **CONTROL**; **PLAN (PREPARED AND PREDICTABLE)**; **WILLING TO INVEST**;

### ALL OR NOTHING/AVOIDANCE

Es avoid things if they don't think they can do it the way it "should" be done. If the E is going to tackle a project or task, they want to do it in the way they have identified to be the best way—they want it to be perfect! An E can stall movement and avoid things if they don't feel like they have the time or resources to do it the "right way."

### HIGH TOLERANCE FOR NEGATIVE EMOTION

One of the greatest strengths and defining characteristics of the E is their willingness to slog through things in order to get them right. They are willing to go cross-grain and up-stream. They research the "best" way because they are extremely motivated to figure out the "best way" to do something.

### "SHOULD"

Es tend to ruminate. They do lots of "should-ing" and can be very hard on themselves and others. Part of this variable is seen in their high level of "fairness" or justice.

### CONTROL

Their drive to perfect things tends to lead the E to want to do many things themselves so that they can make sure that it is done correctly.

### PLAN (PREPARED AND PREDICTABLE)

Es like to have a plan so that they are well prepared for whatever might arise. They don't like to be caught off guard. The E brain likes to have things cognitively situated and they tend to initially struggle when something doesn't have a place yet. They like to know how things fit together.

### WILLING TO INVEST

The E is willing to invest time, energy, and resources in what they deem as good quality.



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## AUTHORITY

**Because Es think through things so thoroughly, they have a high level of confidence that what they think or the way they think something should be done is the correct way. This facilitates the E being BLACK & WHITE; SLOW TO TRUST ANOTHER'S OPINIONS; THINK THINGS THROUGH THOROUGHLY; OTHERS NEED TO JUSTIFY THEIR OPINIONS**

### BLACK & WHITE

Es tend to be all or nothing, black and white in their thinking. Things either are or are not; there is very little gray area.

### SLOW TO TRUST ANOTHER'S OPINIONS

Once they categorize you as someone they think knows what they are talking about, they trust your input and perspective a great deal, but until then, they are reluctant to think that you know any better than they do. There has to be some reason for them to believe you know what you are talking about, either education/degrees, experience, certifications or enough personal interaction and respect for you that they classify you as "one who knows."

### THINK THINGS THROUGH VERY THOROUGHLY

In their quest for the best way, they tend to examine things thoroughly. Es can get frustrated if they don't feel like they can wrap their brains around something.

### OTHERS NEED TO JUSTIFY THEIR OPINIONS

Es have a lot of confidence in their way or what they think is right. If you think differently, their natural tendency is to think that you are wrong. It is not that you are necessarily stupid, but they have thought through things so thoroughly that if you knew what they know, or understood or had thought through it as thoroughly as they have, or had this or that piece of the puzzle, you would agree.



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## PROCESS

Es tend to love processes and to always be looking for the perfect process to make something be the best it can be and better than it was.

## DETAIL-ORIENTED

Es tend to get granular on how to improve something.

## SERIAL-FOCUSED

Es have an ability to laser focus on things and they tend to stay focused on something until it is completed and then move onto the next thing with the same intense focus.

## EMOTIONAL CLIMATE

This Includes the following sub-variables:

**CONTROL; STILL; FEEL INTENSELY; SLOW TO WARM UP; MENTAL ORGANIZATION; LOGICAL**

## CONTROL

Es don't like feeling out of control emotionally, so they will go inside to get reorganized. When they feel disorganized emotionally (hurt, hurt feelings, embarrassed, sad, etc.), they tend to withdraw from others, go inside their own heads to figure things out and then come back out and re-engage.

## STILL

Physically, Es don't tend to move a lot (not a lot of fidgeting, bouncy knees, or moving around). They are still.

## FEEL INTENSELY

Es feel very strongly about what they think, and due to the intensity, they can feel overstimulated by things or situations. The Es intensity is a slow, deep burn. Combined with the fact that they are constantly analyzing how things could have been better, it can take them a long time to let something go, move on and get over hurt feelings.



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## EMOTIONAL CLIMATE (cont)

### **SLOW TO WARM UP**

Es don't share what they are feeling easily. They tend to be private by nature and invested in their thoughts, feelings and the conclusions they have drawn. Consequently, unless there is quite a high degree of trust, they are reluctant to share their feelings.

### **MENTAL ORGANIZATION**

More than hearts or feelings, Es want things to make sense and to know how they work and fit together. They can get frustrated if they feel rushed or like they don't have time to figure things out or wrap their brains around something. Fear of failure, not fear of people, and lack of self-confidence in being able to do it right or well become obstacles for the E.

### **LOGICAL**

Es want it to make sense and be right—sometimes feelings can seem like they complicate and get in the way.



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## UNIQUE CONTRIBUTIONS TO SOCIETY

- Perhaps the greatest contribution Es make to society is QUALITY. Es look at what is and what has happened, and they work to make it better! They get deep into the details, pull things apart and naturally see how to put them back together in some improved way.
- They help humanity to remember and learn from the past. They frequently think about and see things that others don't see and often have very little interest in.
- Es have tremendous mental fortitude that benefits humanity in many ways. They have the tenacity to stick with the nitty-gritty details necessary to do difficult and complex things. In this way, they help society be able to predictably duplicate things. They will practice something over and over and over again, intent on perfecting the process. Medicine, surgery, engineering, food and water purification and production, disease control, roadways, cooking, music, mathematics, and military, are just a few examples of the beneficial results of this process.
- Es help society understand how and why things work and fit together. Es bring expertise, precision, discipline and control into society. They bring logic to our lives. They provide dispassionate decision-making and perspective, encouraging us to pay more attention to the data than feelings. Es thorough analysis of things leaves few stones unturned. This helps society be prepared for what is being done now and for what will be done in the future.
- One important result of Es thoroughness is confidence. They bring a tremendous amount of confidence to situations and decisions and instill that confidence in others. They also apply steady pressure to humanity to do things well.
- They bring an enormous amount of loyalty and identity to society. It means something to be part of an Es circle. That circle can be a friend, spouse, family, work group, community, church, nation, etc., and if you're in, you're in. If you fall under an Es umbrella, they are totally there for you.