

Styles & Types:

Quickly Assessing Yourself & Relating To Others

Presented to ASHRM via Webinar 1-26-2018 Jennifer Yuhas – Senior Consultant / Trainer, Avitus Professional Acceleration

This fast-paced, fun, provocative training session:

- Presents a useful framework for understanding ourselves and our clients;
- Reveals key differences and why you and others come to certain conclusions;
- Helps you immediately understand and unravel people issues.

<u>AGENDA:</u>

Perceptions are everything!

Two quick self-assessments:

- Which photos grab you?
- Which words/values inspire you?

Understanding the four types: yours and others:

-Making it easy to understand each type:

-The beliefs that guide them & codes of conduct they choose

Team interaction (Unable to provide within 1 hour Webinar context.)

Relationships take work – some very little / some a great deal.

- The "disconnects" or rubs that create personality clashes
- The "connects": what you can appreciate about those different
- Effectively relating to each of the four types
- Your best gain or take-away is:______

Which Pictures "Grab" you?



Photos (total of 10)

Quadrant 1	Quadrant 2
Quadrant 3	Quadrant 4

Words & Values That Matter

<u>1</u>	Accountability On time Decision-making Commitment Practicality Preparedness Responsibility Organization Loyalty Realism Consistency	Knowledge Vision Problem-solving Objectivity Competency Standards Insight Rationality & Thinking Challenge My own standards	<u>2</u>
<u>3</u>	Freedom Risk-taking & Opportunities Adaptability & Flexibility Creativity & Art Adventure Play Winning & Competition Spontaneity Carefree New Ideas Skills & Improvement	Genuine Ideals & Causes Other People Harmony Nurturing Friendship Peace Optimism Trust Empathy Warmth	<u>4</u>
	Words & Values (total of 20)	Quadrant 1 Quadrant 2	
		Quadrant 3 Quadrant 4	

Added together = Your Scores (total of 30)

Quadrant 1	Quadrant 2
Quadrant 3	Quadrant 4

DECIDER



DETECTIVE





FREE SPIRIT



RELATOR

SURPRISES:
CONFIRMATION:
Yourself:
Colleagues:

RELATING TO OTHERS QUICKLY:

PICK UP CUES:

Listen to what they are saying:

"How are you feeling" vs. "What is the decision?" vs. "why?"

PLAY TO <u>THEIR</u> STRENGTHS TO CONNECT WELL:

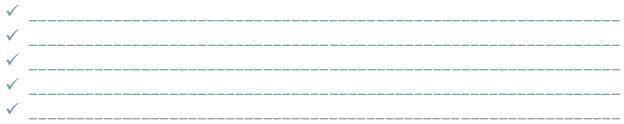
Deciders

- ✓ Be organized
- ✓ Bullet Points

Relators:

Detectives:

- Don't bore them & don't take questioning personally
- ✓ Value intelligence & research
- ✓ Allow them to be inquisitive



ADDITIONAL NOTES:

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