



# Styles & Types: Quickly Assessing Yourself & Relating To Others

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## **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.

## **AGENDA:**

### **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

1

Accountability  
On time  
Decision-making  
Commitment  
Practicality  
Preparedness  
Responsibility  
Organization  
Loyalty  
Realism  
Consistency

2

Knowledge  
Vision  
Problem-solving  
Objectivity  
Competency  
Standards  
Insight  
Rationality & Thinking  
Challenge  
My own standards

3

Freedom  
Risk-taking &  
Opportunities  
Adaptability & Flexibility  
Creativity & Art  
Adventure  
Play  
Winning & Competition  
Spontaneity  
Carefree  
New Ideas  
Skills & Improvement

4

Genuine  
Ideals & Causes  
Other People  
Harmony  
Nurturing  
Friendship  
Peace  
Optimism  
Trust  
Empathy  
Warmth

Words & Values (total of 20)

<i>Quadrant 1</i>	<i>Quadrant 2</i>
<i>Quadrant 3</i>	<i>Quadrant 4</i>

Added together = Your Scores (total of 30)

<i>Quadrant 1</i>	<i>Quadrant 2</i>
<i>Quadrant 3</i>	<i>Quadrant 4</i>

## 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 THEIR STRENGTHS TO CONNECT WELL:

### Deciders

- ✓ Be organized
- ✓ Bullet Points
- ✓ \_\_\_\_\_
- ✓ \_\_\_\_\_
- ✓ \_\_\_\_\_
- ✓ \_\_\_\_\_
- ✓ \_\_\_\_\_
- ✓ \_\_\_\_\_
- ✓ \_\_\_\_\_

### Relators:

- ✓ Give appreciation
- ✓ Expect you to say “hi” & smile
- ✓ \_\_\_\_\_
- ✓ \_\_\_\_\_
- ✓ \_\_\_\_\_
- ✓ \_\_\_\_\_
- ✓ \_\_\_\_\_
- ✓ \_\_\_\_\_
- ✓ \_\_\_\_\_

## Free Spirits:

✓ Freedom & Choices

✓ Competitive

✓

✓

✓

✓

✓

✓

## Detectives:

✓ Don't bore them & don't take questioning personally

✓ Value intelligence & research

✓ Allow them to be inquisitive

✓

✓

✓

✓

✓

## ADDITIONAL NOTES:

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