


## ***Styles & Types I: People Dynamics At Work: Who, What & Why:*** *The brand new personality at work inventory created by Lynne Curry & The Growth Company team*



*This fast-paced, fun, provocative training session:*

- ☑ *Presents a useful framework for understanding the people you work with;*
- ☑ *Reveals key differences and why you and others come to certain conclusions;*
- ☑ *Helps you immediately understand and unravel people issues.*

### ***Agenda***

 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



Lynne Curry, Ph.D., SPHR

President of The Growth Company, Inc., Lynne Curry brings her clients a track record in management and human resources consulting; Board, manager and employee training, and organizational strategy consulting. With thirty-seven years of experience, Curry has provided more than 55,000 consulting projects to more than 3,700 organizations in Alaska, Hawaii, Washington, Oregon, California, Connecticut, Arizona, Washington D.C., Illinois, New York, Arizona, Texas, Japan, Korea, China, Guam and England.

Awarded Trainer of the Year award multiple times by the Anchorage chapter of the American Society of Training and Development, Curry provides dynamic, professional, result-oriented training sessions in more than 200 areas. In addition to teaching facilitators, Curry also provides facilitation, meeting management, and team-building for a large variety of organizations. Curry has authored five books: Managing Equally & Legally: Solutions, Won By One, A Supervisor's Desk manual on Performance Appraisal and Beating the Workplace Bully (AMACOM, 2016) that will be releasing in January 2016.

**Left Hemisphere**

Logic  
 Analysis and problem  
 Solving  
 Language  
 Sense of future  
 consequence



**Right Hemisphere**

Reaction  
 Emotion  
 Intuition  
 Creativity  
 Color

**Photos (total of 10)**

**Words & Values (total of 20)**

<i>Quadrant I</i>	<i>Quadrant II</i>
<i>Quadrant III</i>	<i>Quadrant IV</i>

+

<i>+Quadrant I</i>	<i>Quadrant II</i>
<i>Quadrant III</i>	<i>Quadrant IV</i>

=

**Your Scores (total of 30)**

<i>Quadrant I</i>	<i>Quadrant II</i>
<i>Quadrant III</i>	<i>Quadrant IV</i>



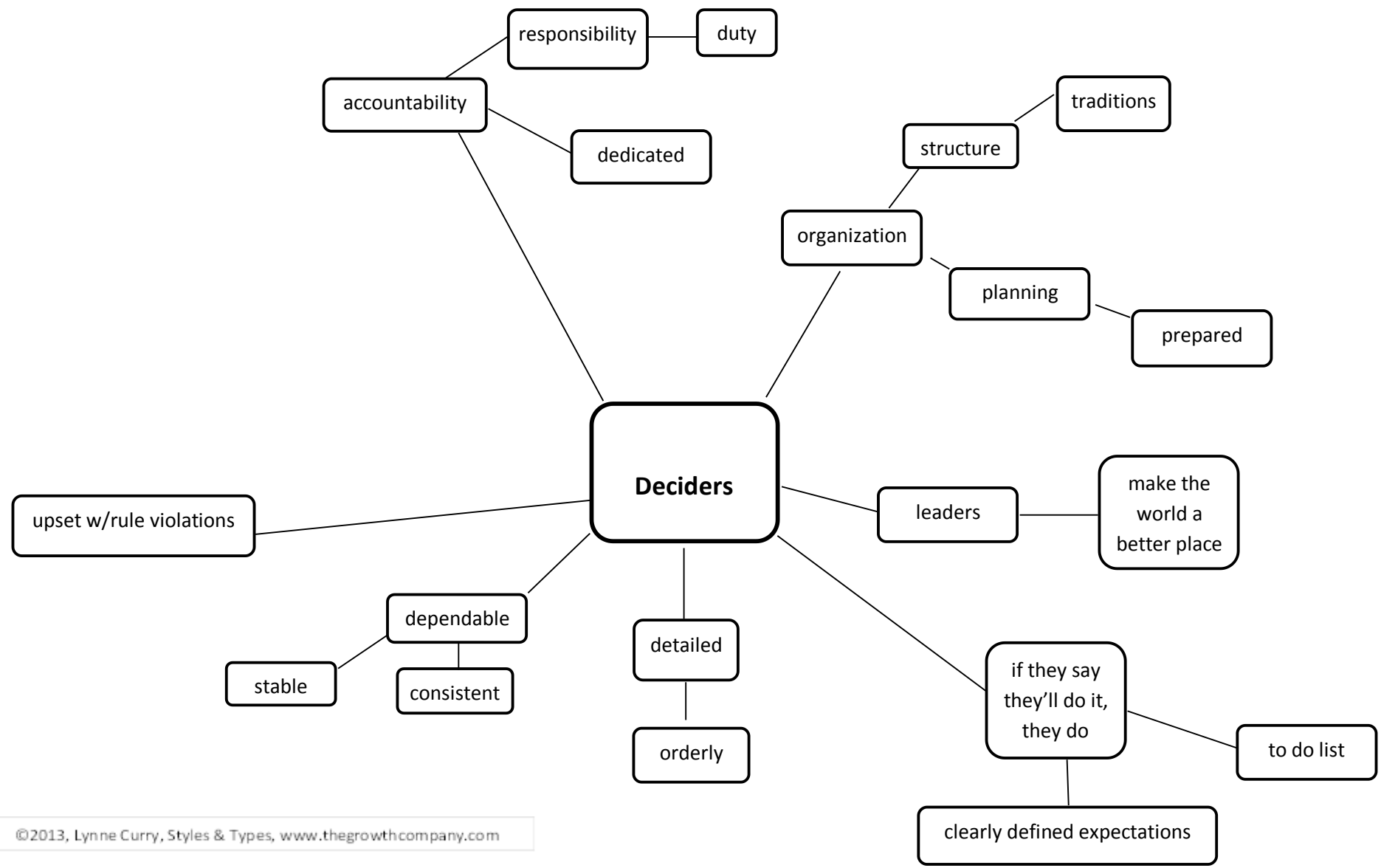
## Words & Values That Matter

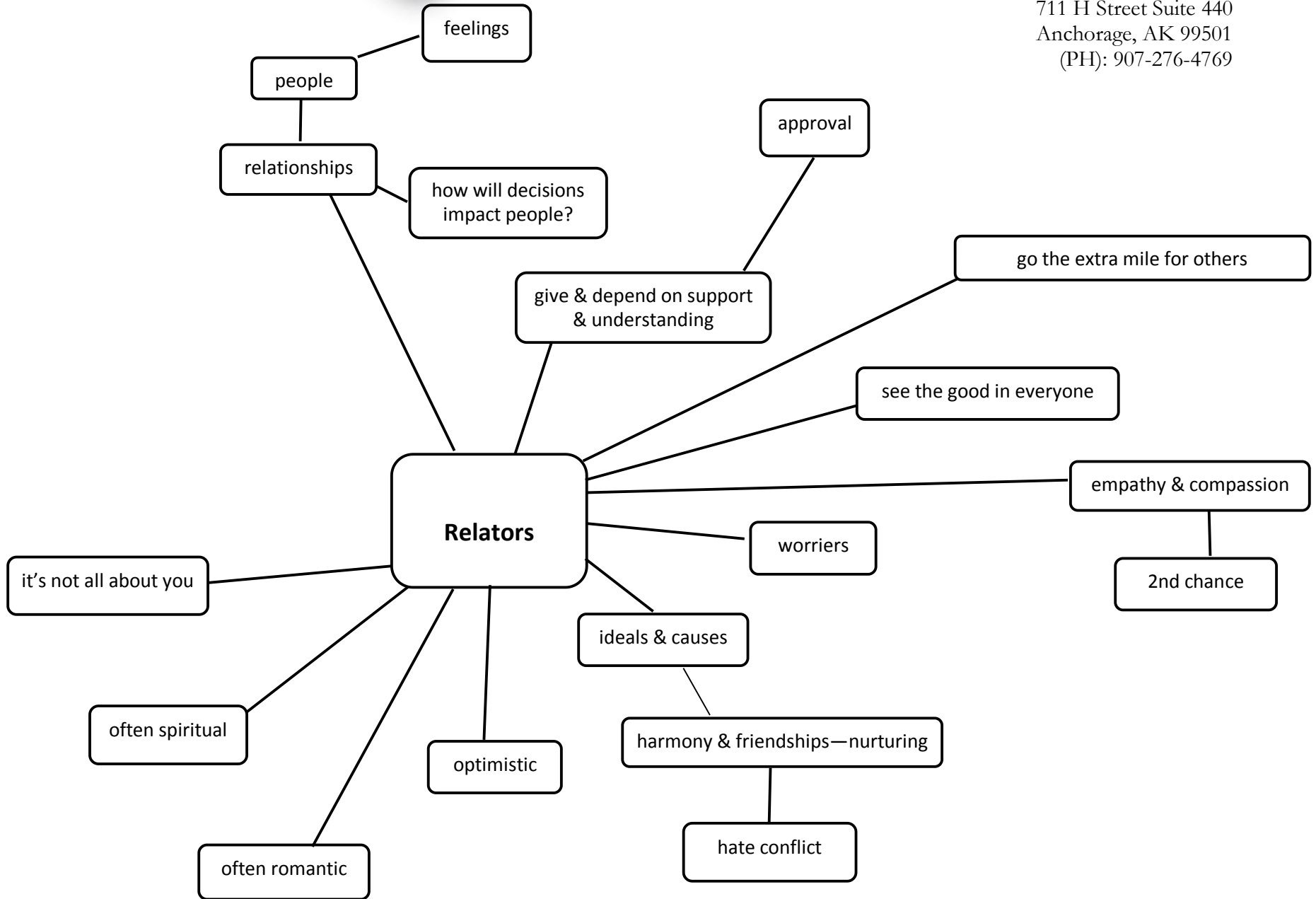
- Accountability
- On time
- Decision-making
- Commitment
- Practicality
- Preparedness
- Responsibility
- Organization
- Loyalty
- Realism
- Consistency

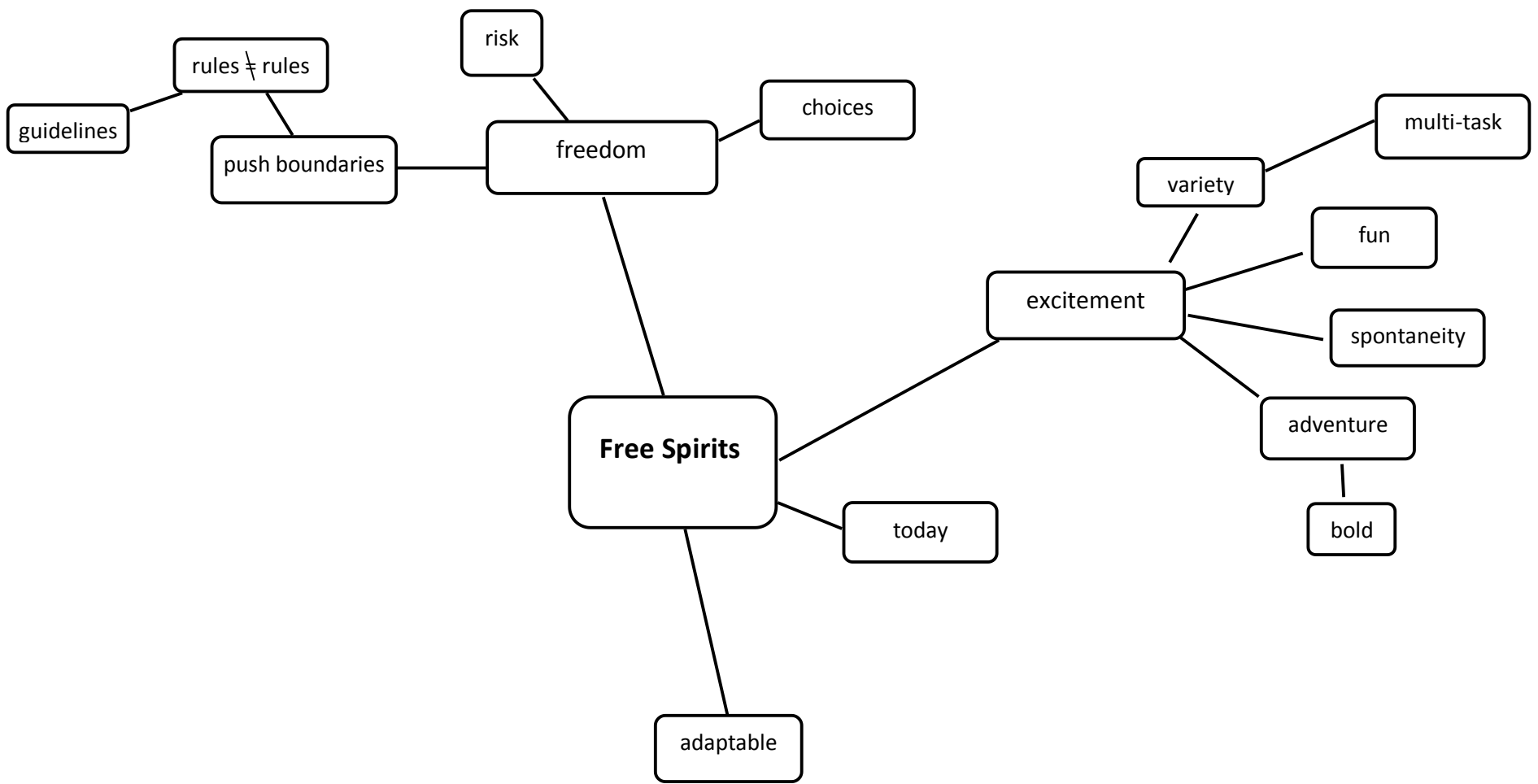
- Knowledge
- Vision
- Problem-solving
- Objectivity
- Competency
- Standards
- Insight
- Strategy
- Rationality & thinking
- Challenge
- My own standards

- 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

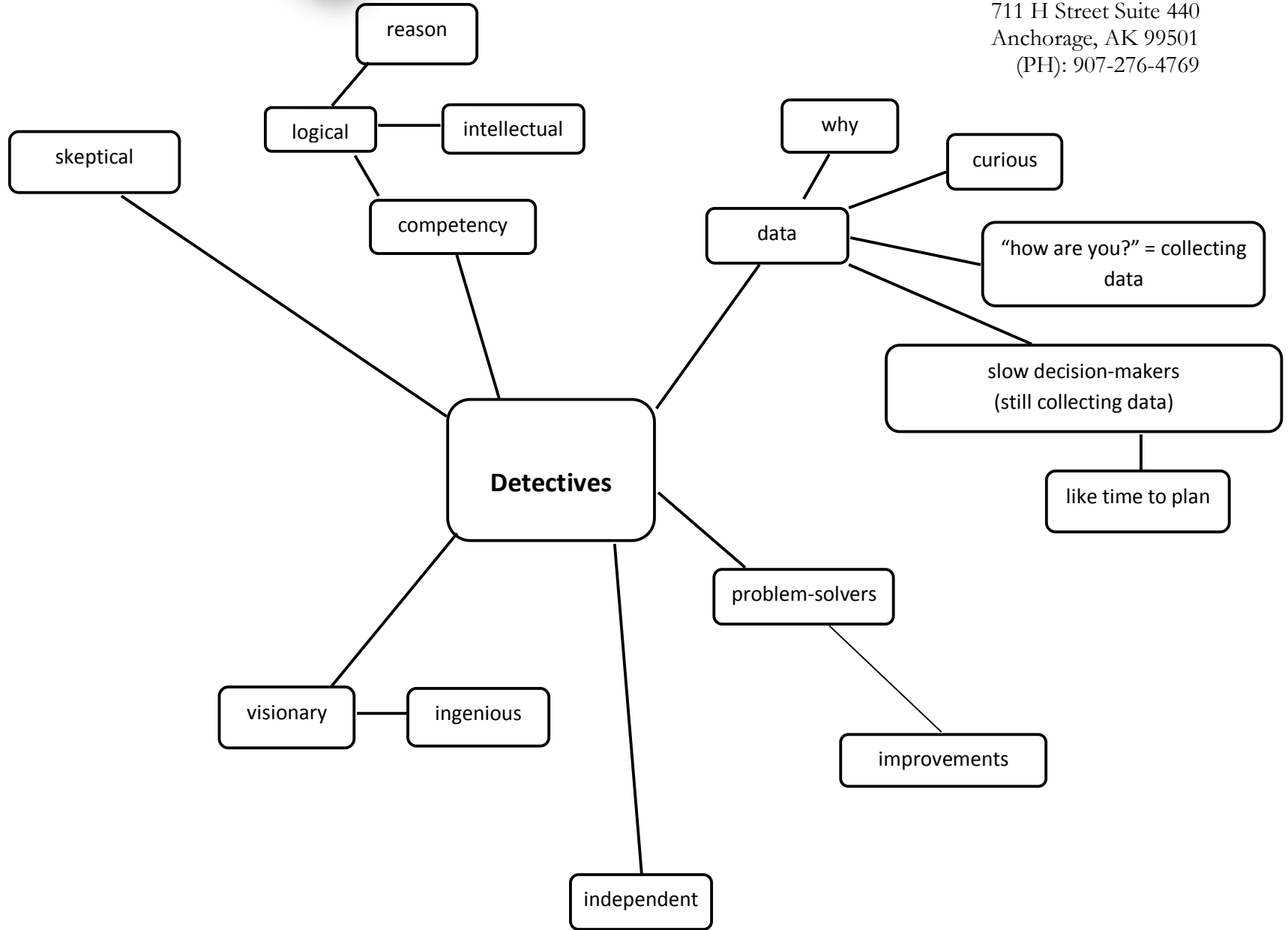






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## Disconnects

### Deciders

- They take the "H" out of "HR"
- Domineering, alpha & controlling
- Process & system-oriented v. people
- Inflexible in favor of traditional
- Insensitive: don't care



### Relators

## Connects

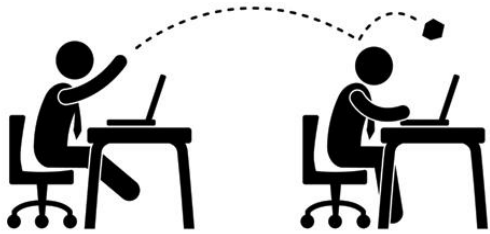
### Deciders



### Relators

- Needed for balance
- Helpful & cooperative
- Warm & empathetic
- Optimists
- Idealistic motivators

# BEATING THE WORKPLACE



# BULLY

A Tactical Guide to Taking Charge

**LYNNE CURRY**

Foreword by Gary Namie, Ph.D.,  
Cofounder and Director of the Workplace Bullying Institute

Beating the Workplace Bully provides readers concrete strategies, skills and tools for successfully out-maneuvering the bullies in their workplace. They learn:

**How to quell their instinctive fear and intimidation;**

Powerful strategies to use with those who intimidate them;

**Methods for turning the tables on bullies;**

Strategies for building self-confidence;

**Bully traps to avoid;**

How to engage their fighting spirit;

**Strategic moves for handling feared or unexpected attacks;**

How to keep bullies from gaining an outpost in their mind;

**assumptions;**

How to keep their dignity intact;

**The steps their employer, supervisors and managers can take to successfully prevent and derail bullies from trampling on employees**



**LYNNE CURRY, PH.D.**

**When do you need a**

“ You want excellence or simply more than what comes easily

“ You face a problem that doesn't solve easily

“ Your work life is good, but you know it could be great

“ You feel stuck and want to move forward

The book offers you solutions, insights and surprises. Some are simple, others outside the box, and all give strategies and answers that can change your work life for the better.