

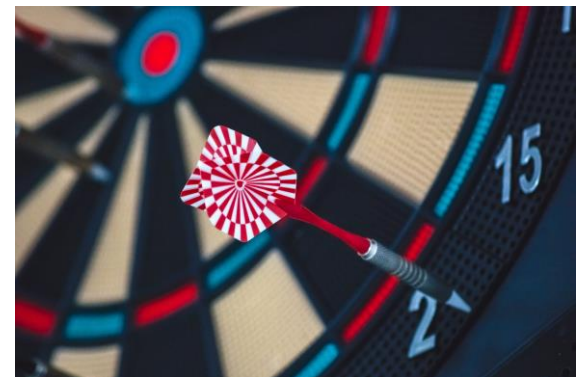


Leading Different Characters

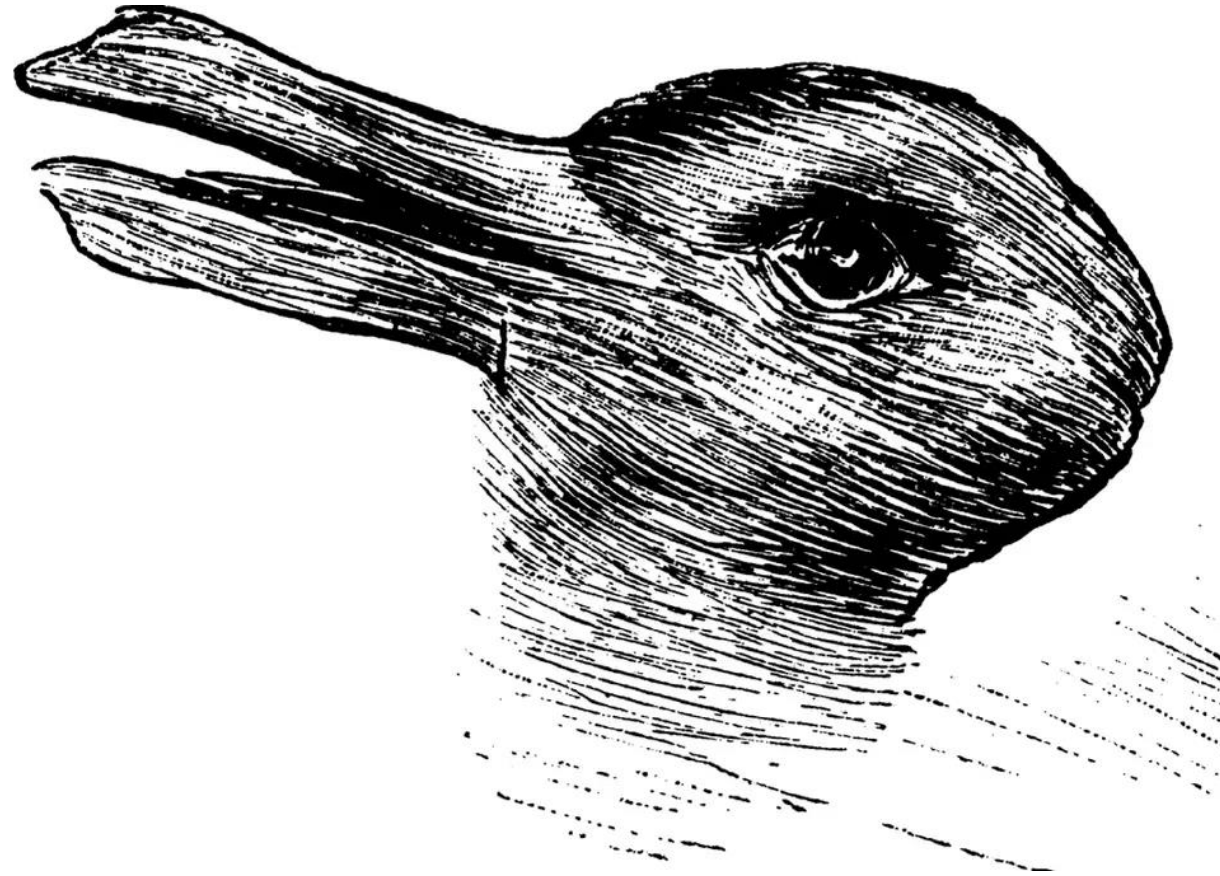
Leading Different Characters

By the end of the Power Hour you will be able to:

- Explain what factors determine our behaviour
- Describe and recognise four typical behavioural styles
- Explain the strengths of each style and the potential problems associated with them
- Identify specific things that you should (and shouldn't) do to get the most from each style



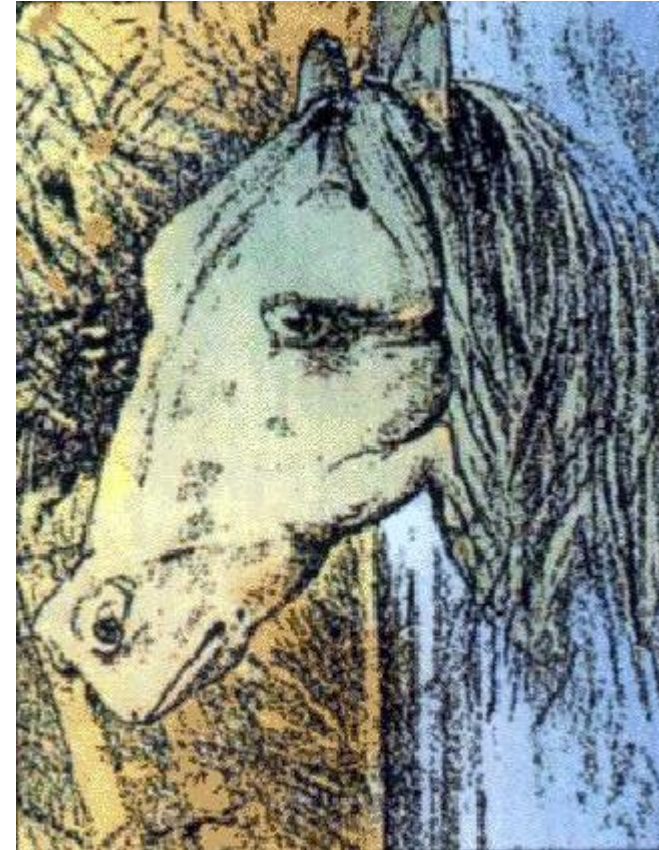
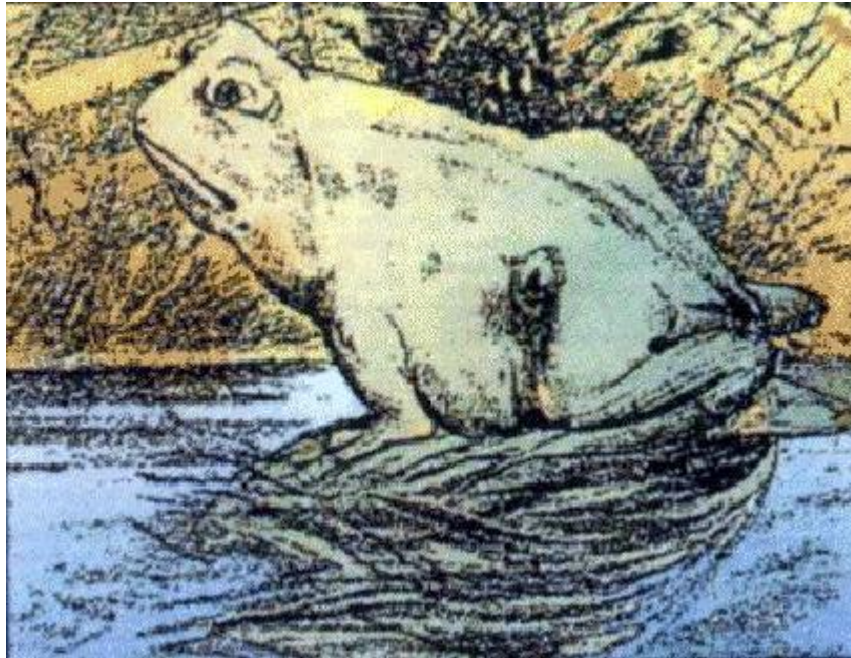
Rabbit or Duck?



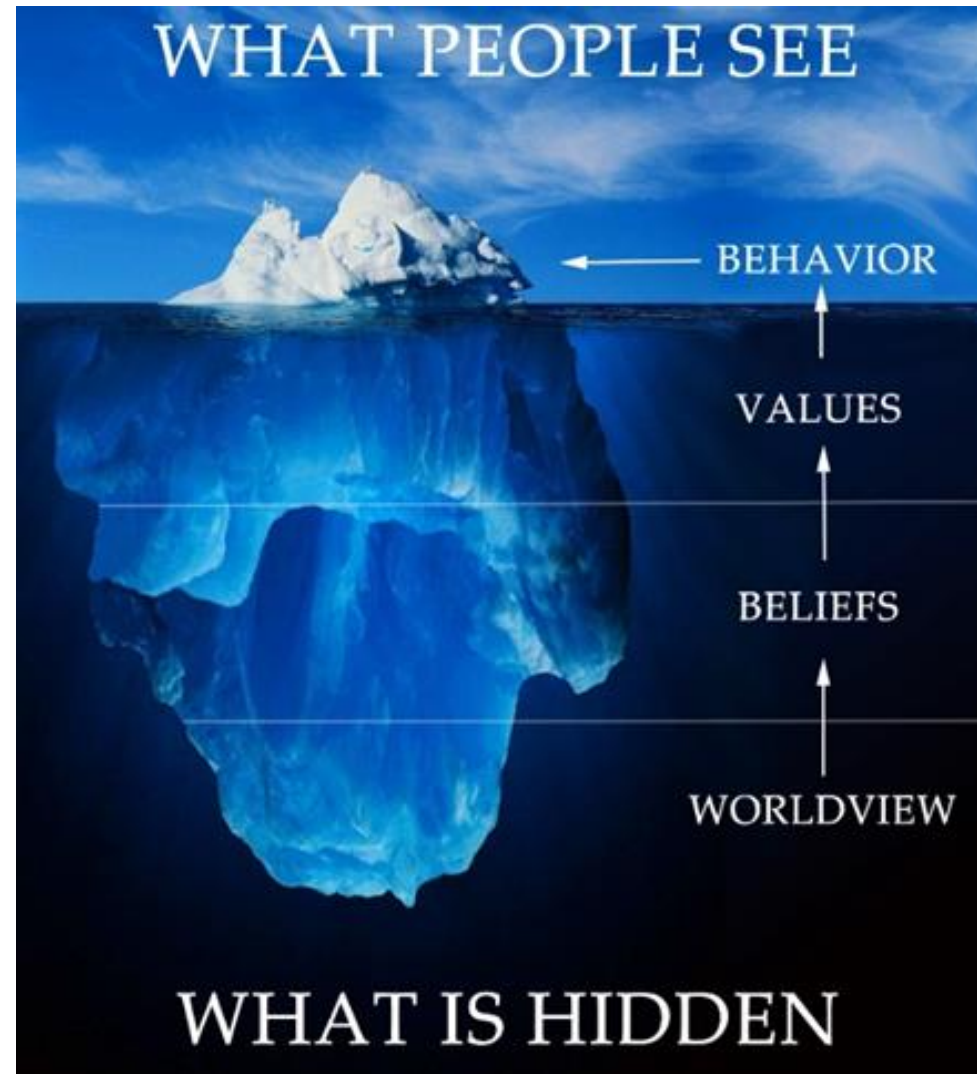
Saxophonist or Woman?



Frog or Horse?



The Behaviour Iceberg



Four Broad Behaviour Types



Initiators

- Like to take action and see results. Get straight to the point like autonomy, freedom and taking risks and as such, are decisive and happy to take control. Competitive and love to win.



Analysts

- Love information and take their time making decisions. High personal standards. Take pride in the quality of their work. Can be stubborn. Quite private. Organised and conscientious. Value routine.



Energisers

- Outgoing, chatty and like to 'think out loud'. Friendly, creative and persuasive. Like to have fun. Driven by feelings and gut reaction. Help to build morale in a team. Tend to be optimistic. Can be easily distracted and not always reliable.



Diplomats

- Value good working relationships and are natural peace-keepers. Likeable and avoid conflict, often sacrificing their own needs or preferences for the greater good. Consistent, reliable and adaptable. Like to be consulted and appreciate recognition.



Adapting your Style

- When does your natural style serve you well?
- When doesn't it?
- What other styles might you need to borrow and when?

Make it Work at Work

What are you going
to **DO** as a result of
this Power Hour
Session?





Thank You
&
Good Luck