


Why You're Special How You're Weird



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Two Truisms

We're all
unique

We're all
fundamentally
the same

Two More Truisms

We mature
with
experience

Some things
about us are
the same since
birth

How I Like to Get Work Done

My way is to bring people together, get us moving in the right direction and figure it out as we go.

My way is to take-charge, figure out what is needed right now and tell others to do it.

My way is to take time to really listen to what people need and find ways to help them.

My way is to know the outcome we want, make a plan to get it done and have a backup plan in case something goes wrong.

One Will Seem Most Like You

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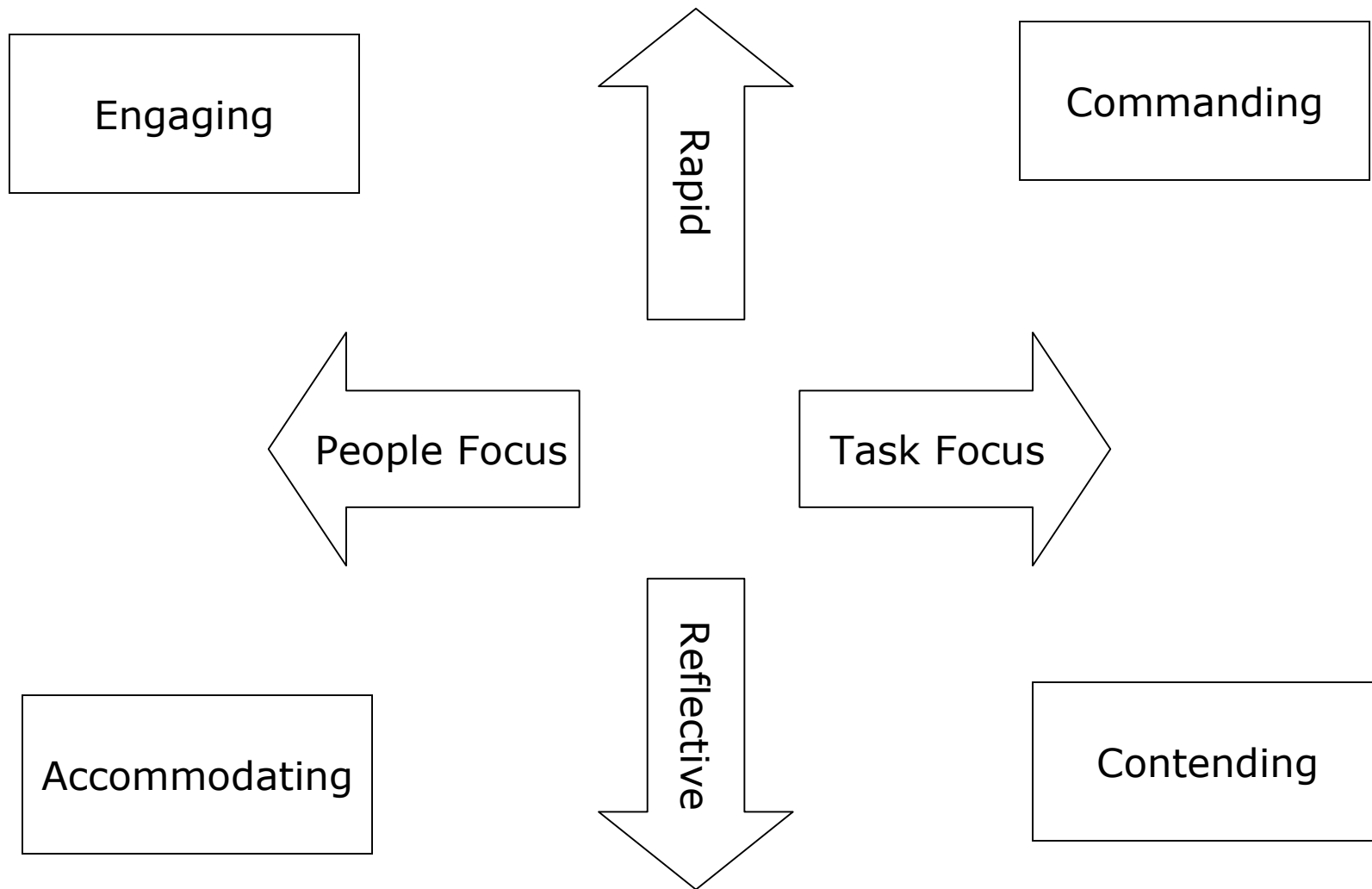
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- ❑ You can probably perform in more than one, depending on the situation
- ❑ One should feel easiest, while the others may require deliberate effort
- ❑ Without any constraints, one of them should feel most natural to you

How I Like to Get Work Done



How I Like to Get Work Done

Engaging

Commanding

Go to the corner of the room that matches the style most natural to you.

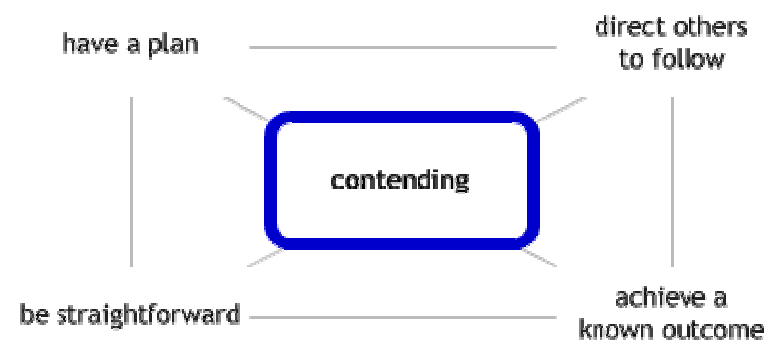
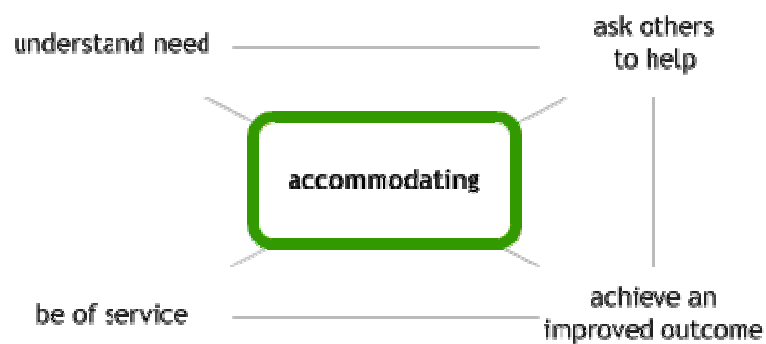
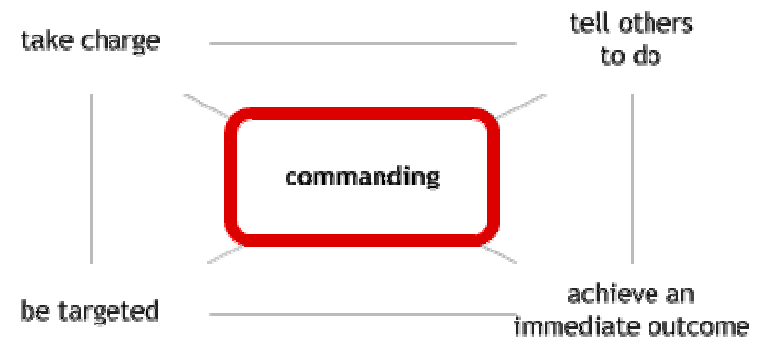
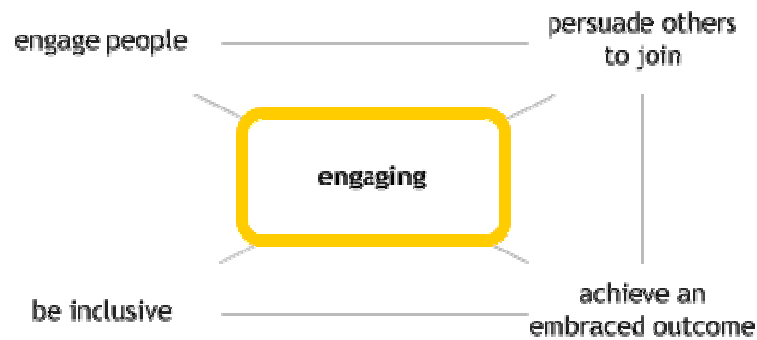
Accommodating

Contending

Some Questions to Consider

- ❑ How would you like to be told to do some thing, given a task assignment?
- ❑ How would you like to be told that you have made a mistake?
- ❑ If you wanted to get a group of people to change their behavior, how would you present it to them?
- ❑ What do people commonly misunderstand about your style?

The Four Styles



Back at your table..

□ COMMANDING:

- Why do you imagine “taking charge” is the best way to get things done?

□ ENGAGING:

- Why do you imagine “engaging people” is the best way to get things done?

□ CONTENDING:

- Why do you imagine “having a plan” is the best way to get things done?

□ ACCOMMODATING:

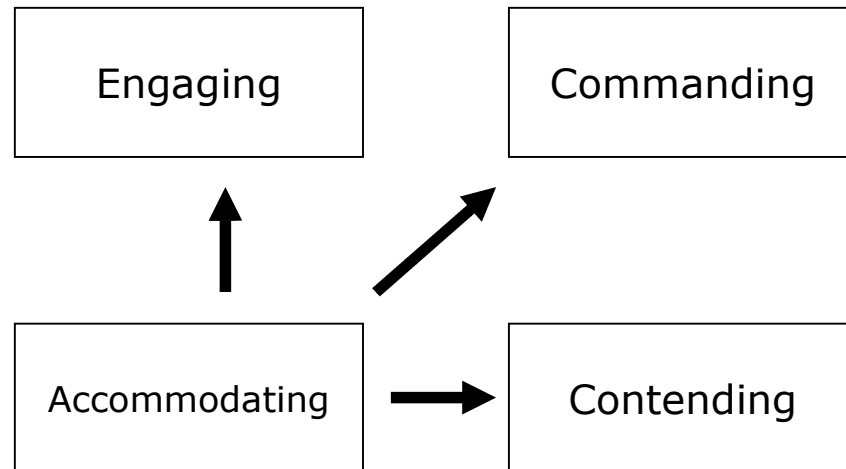
- Why do you imagine “asking others” is the best way to get things done?

Gifts and Blind Spots

- Talk with your style-mates for each question
- Summarize your answers with the rest of the styles at your table.
- For each style group...
 - What's your gift?
 - What kinds of tasks would you be especially good at?
 - What's your blind spot?
 - In what situations might you miss something critical?

How You Look to Others

- In your style group, consider *the other 3 styles*
 - What are some of the negative things people might say about them?
- For example,
 - Commanding: *demanding*
 - Engaging: *fluffy*
 - Contending: *secretive*
 - Accommodating: *wishy-washy*



The Paradox of Perception

- What's the one thing you can't see with your glasses?



Why You're Special

- ❑ You have a perspective that gives you a focused and refined view of things; you will be smoothest in leveraging that style compared to the others.
- ❑ Your style is important for organizational success (as are the other 3 styles).
- ❑ Your style has shaped how you interpreted your experience; even someone going through the same events will not have the same experience.

How You're Weird

- From the perspective of the other styles, your behavior is hard to understand
 - We usually assume others' behavior means what it would mean if we did it
- Your priorities and strategies for getting things done are unique to your style
 - Your suggestions for how to proceed would seem out-of-place to someone in the other styles

How You're Weird ... part 2

- ❑ In short, we seem weird to others because they do not understand or respect how we are different from them.
- ❑ And, others seem weird to us because we fail to understand or respect how they are different from us.
- ❑ Talking across the styles often creates confusion, misunderstanding, or conflict ... ***unless*** you recognize and respect the differences.