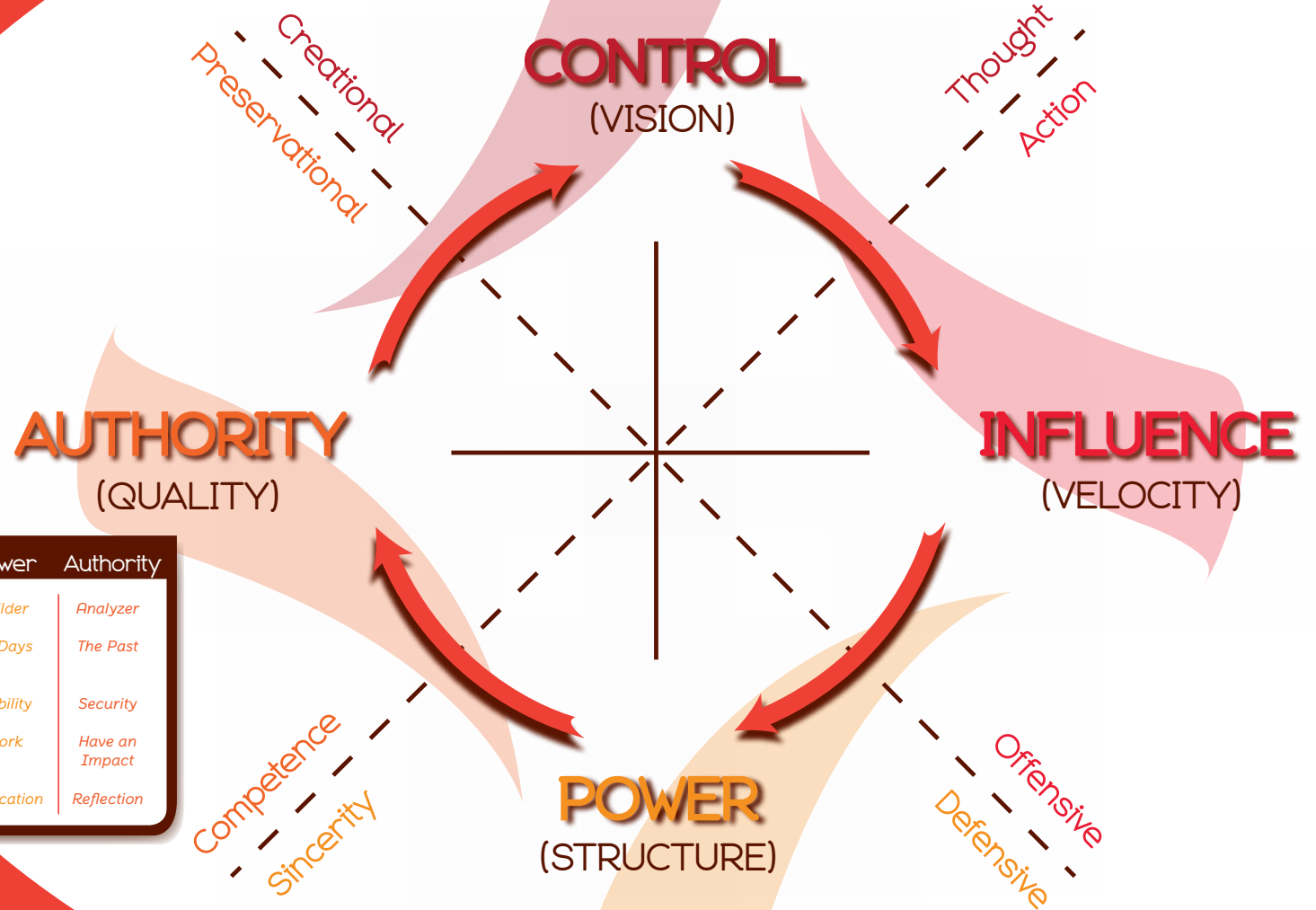


# STYLES MAP



ACTION	Control	Influence	Power	Authority
Nickname	Director	Facilitator	Builder	Analyzer
Time Frame	5 Years	Moment to Moment	90 Days	The Past
Primary Concern	Certainty	Freedom	Stability	Security
Would Rather	Be Right	Be Free	Work	Have an Impact
Confuses w Accomplishment	Ideas	Relationships	Replication	Reflection

# STYLES WORKSHEET

Category	Description	CONTROL	INFLUENCE	POWER	AUTHORITY
Big Picture	Primary Business Concern	Image	Time	Change	Cost
	Primary Personal Concern	Certainty	Freedom	Stability	Security
	Their Biggest Blindspot <i>Results in</i>	Relationships "Churn" as they sacrifice people for their idea	Follow Through They start a ton of projects but don't get them completed	Review and Reflection They are over-extended and need help prioritizing	Deciding about the Future They are avoiding making decisions and overanalyzing things
First Meeting	To Build Trust, Focus On: <i>First</i> <i>Second</i>	Competence Sincerity	Sincerity Competence	Sincerity Competence	Competence Sincerity
	Image You Must Produce	You "get it" and you can help make their vision a reality	You will move quickly and help them follow through	You will work hard and help make sure all their work is paying off	You have high standards and will help securitize future decisions
	Initial "?" You May Ask	What is the big picture?	How was your weekend?	What projects are you working on?	What are the obstacles to success?
Working With Them	Before A Meeting Send	Executive summary	Nothing! (Relationship-oriented reminder)	Agenda (they will print but not have had enough time to read it!)	Everything!
	What Motivates Them	Recognition of their expertise	Acknowledgement	Inclusion	Listening to them
	Best Styles To Partner With: <i>First</i> <i>Second</i>	Power Authority	Authority Power	Control Influence	Influence Control
	How They Win Over Time	Out think their competition	Out fox their competition	Out work their competition	Out last their competition
In a Breakdown	Common Complaint	You don't understand my vision	I am not being acknowledged	You are not pulling your weight	I am being overlooked and ignored
	Emotion Projected	Arrogance	Impatience	Frustration	Indifference
	Predictable Behavior	Will try to manipulate the situation by convincing others you are wrong	Will become moody and start upsetting others around them	Will begin to gossip with others about all of the problems	Will "disappear" into their negative assessments and may try to go to a higher authority
	If They Lose Their Balance	Help get them back in touch with the big picture	Allow them to vent as they work through things by talking	Help them focus on priorities not on shame, blame and guilt	Give them space to review and have them talk about concerns out loud
After a Project is Over	Send a Note About:	<b>Your commitment to their idea and legacy</b>	<b>Appreciating their friendship</b>	<b>How hard they worked and the results that were produced</b>	<b>How much you learned from them</b>
	What's Next?	<b>Discuss the future</b>	<b>Something social</b>	<b>Discuss next project</b>	<b>A retrospective</b>
	Extra Mile	<b>Acknowledge their team</b>	<b>Celebrate with them one-on-one</b>	<b>A celebration for them and the team</b>	<b>Gift certificate (free money!)</b>