



MANAGING UP, DOWN AND ALL AROUND

**BE A GREAT PEOPLE INFLUENCER TO BUILD A
LIFETIME OF BRILLIANT RELATIONSHIPS**

MY WORKING STYLE PREFERENCE IS...

EXTROVERSION

The need for social stimulation drives extroverts behaviour. They gain energy from other people.

Extroverts find their energy is sapped when they spend too much time alone.

Extroverts enjoy a wide social network of friends and acquaintances resulting from their outgoing behaviour.

Extroverts like to be publicly recognised.

Extroverts like to dive right in with their views and like to have lots of options to consider. They explore their thinking when discussing it with others.

Extroverts are verbally enthusiastic and talkative so may interrupt or talk over other people.

INTROVERSION

Stimulation is received from within for introverts, and they are content with their own company.

Introverts recharge by spending time alone. They lose energy being around people for long periods of time, particularly large crowds.

Introverts feel more comfortable socialising in small groups often with familiar people. They may have fewer, deeper friendships.

Introverts like to be privately recognised.

Introverts like have time to think in a reflective manner. Don't demand instant answers. Give them advance warning of requests.

Introverts like to observe new situations first. Once sharing their thoughts they don't like to be interrupted.

Which is your preference? What are your insights?

Extroversion ☐

Introversion ☐

MY DECISION MAKING PREFERENCE IS...

THINKING

CRITICAL

Comfortable making distinctions, win/lose choices, being in adversarial situations.

FEELING

ACCEPTING

Tolerant towards human failings, see positive side of others, instinctively seeks win/win resolutions of problems.

TOUGH MINDED

Results orientated, ends justify the means, stay on task.

TENDER HEARTED

Use gentle persuasion to influence, reluctant to force compliance.

QUESTIONING

Resistant to influence, intellectually independent, self confident.

ACCOMMODATING

Seeks consensus, deferential, conflict avoiding, seeks harmony.

LOGICAL

Values and trusts detached objective and logical analysis.

AFFECTING

Trusts emotions and feelings, values human considerations, in touch with feelings.

REASONABLE

Clear thinking, objective, reasoned and logical in every day decision making.

COMPASSIONATE

Makes decisions on overall impressions, patterns and feelings (including likes and dislikes).

Which is your preference? What are your insights?

Thinking ☐

Feeling ☐

**WHEN A PERSON BELIEVES
THERE ARE ENOUGH RESOURCES
AND SUCCESS TO SHARE WITH
OTHERS.**

ABUNDANCE MENTALITY

*** WHAT DO YOU HAVE IN ABUNDANCE?**

*** WHAT THREE THINGS DO PEOPLE REQUEST FROM
YOU TIME AND TIME AGAIN?**

*** WHAT GIVES YOU THE GREATEST ENJOYMENT TO
HELP PEOPLE WITH?**

*** WHAT SECRET SOURCES OF ABUNDANCE DO YOU
HAVE THAT PEOPLE DO NOT KNOW ABOUT?**





HIGH FIVE MOTIVATION DRIVERS

MOTIVATION

DRIVERS

INSPIRATION

People who want to find meaning in what they're doing. Appeal to them by explaining the significance of what you are doing and to their sense of integrity and purpose.

TASK

People who value getting the job done. Appeal to them by offering resources to help with the other jobs they are working on.

POSITION

People who value recognition, reputation and visibility. Appeal to them by publicly acknowledging their efforts and sharing the positive profile opportunity.

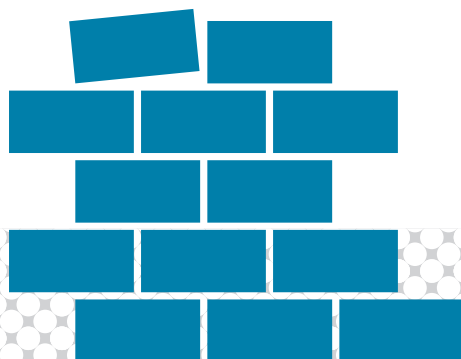
RELATIONSHIPS

People who want to hold strong relationships and be part of the team. Appeal to them by making them feel connected to you on a personal level.

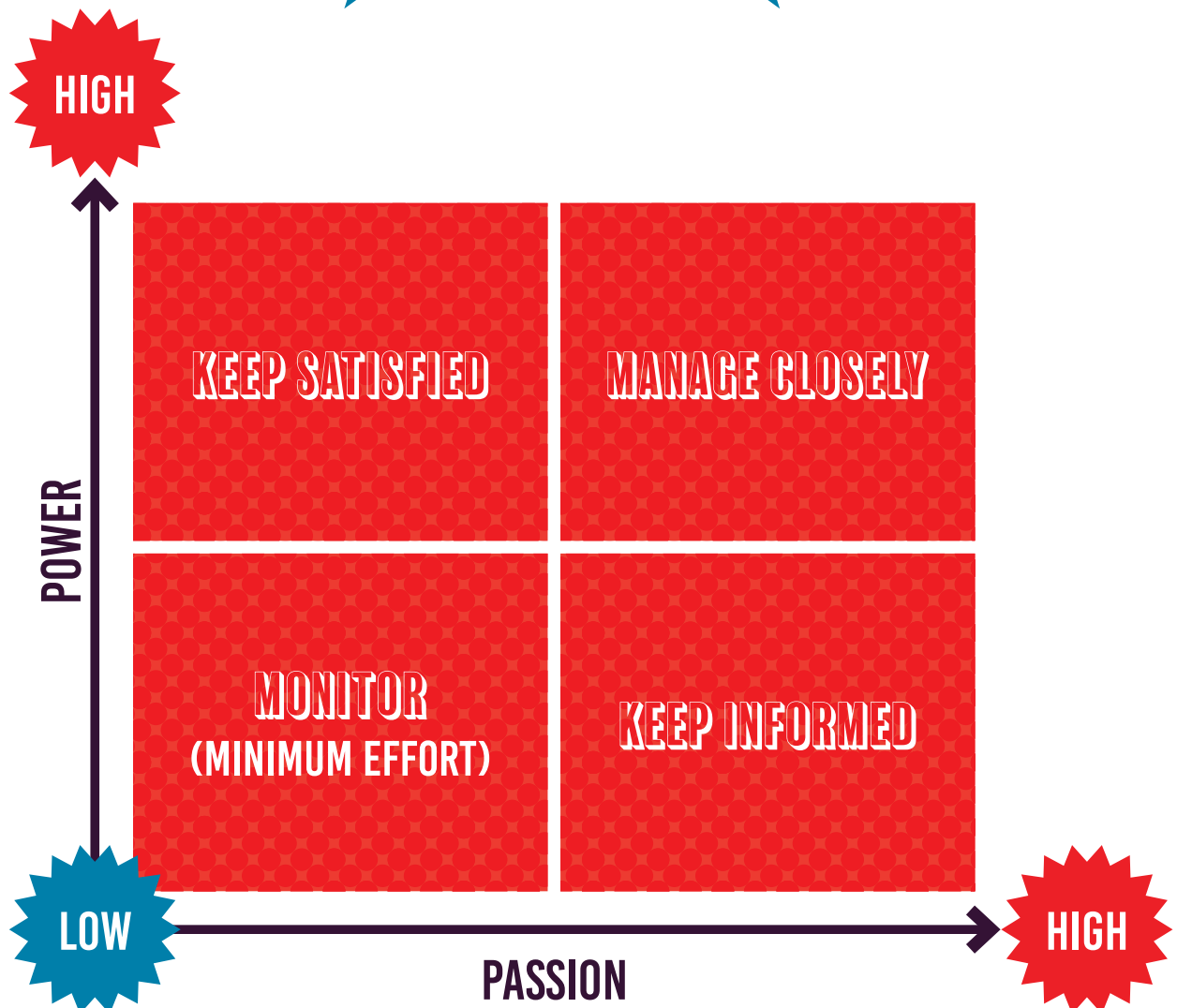
PERSONAL

People who want to be needed and appreciated. Appeal to them by showing them sincere gratitude and allow them freedom to make their own decisions.

MY STAKEHOLDER USUAL SUSPECTS WALL



MY POWER VS PASSION MATRIX



MY INTELLIGENCE GATHERING...

1 MY TRICKY STAKEHOLDER IS...

WHY ARE THEY CHALLENGING?

2 WHAT IS MY MOTIVE FOR INFLUENCING THEM? WHAT ARE MY PRIMARY AND SECONDARY GOALS?

3 WHAT CAN I OFFER TO THEM IN RETURN?

4 WHAT DO I KNOW ABOUT THEM?

What is their working style and decision making preference?

What high five driver description might fit them best?

What do they have in abundance that I need?

What do I have in abundance that they need?

What inspires them, what do they fight for and what might worry them?

5 WHAT KIND OF RELATIONSHIP DO I CURRENTLY HAVE?

6 HOW WILL I BUILD A GOOD RELATIONSHIP WITH THEM?

7 WHAT DO I NEED TO DO TO PUT MY PLAN INTO ACTION?

CLOSING THE CASE

*** BY (DATE),
I COMMIT TO ENGAGE AND BUILD A RELATIONSHIP
WITH MY KEY STAKEHOLDER**

*** ON (DATE),
I WILL CONNECT WITH**

TO REVIEW PROGRESS.

NOTES...



NOTES...



NOTES...

