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RELATING STYLES

- ways to communicate more effectively

There are some typical "stumbling blocks" for each style. Below are some ideas that can help you overcome these obstacles. Select those which are comfortable for you.

EAGLE

Impatience

Be more patient
Longer lead times
Tolerate delays

Pressures Others

Slow down
More sensitivity
Aware of own limits

Competitive

Emphasize teamwork
Results will emerge
Not too independent
Compete with self

Over Control

Let others control
Volunteer less often
No power politics

Interruptions

Let others finish
Take a breath first
Concentrate on NV

Goal Focus

Limit number handled
Focus on results

PEACOCK

Unstructured

Be more organized
Let others lead
Attend to detail

Comes on Strong

Don't intimidate
Avoid limelight
Lie back and enjoy

Reactive

No exaggerations
Lower dramatic impact
Be objective
Think then act

Ranging Interests

Focus on business
Task over People
Don't get involved

Talkativeness

Don't dominate subject
Ask open questions
Concentrate on NV

Goal phobia

Commit with others
Be spontaneous

SWALLOW

Slow Pace

Move with the group
Set deadlines
Suffer pressures

Appears Vague

Think before speaking
Organize thoughts
Use point forms

Personal Involvement

Leave home at home
Regulate closeness
Be more private
Focus on issues

Peace Making

Take a stand
Assert self more
Take more initiative

Passive Role taking

Speak up in turn
Talk to facts
Take initial step

Goal Avoidance

Find Goals partner
Act more quickly

OWL

Factual

Reduce fact reliance
Use other information
Trust intuition

Task over People

Develop relationships
Avoid judgements
Ask for opinions

Too Objective

Share feelings
Avoid aloofness
Decide more quickly
Try "guestimating"

Inflexibility

Avoid "perfection"
Use standards ranges
Open communications

Passive Listening

Use active listening
Be spontaneous
Smile and laugh more

Goal Rigidity

Be flexible
Plan contingencies