LEADER ESSENTIAL

GiANT BEST FIT EXPERIENCE
YOUR PREFERRED SOURCE OF ENERGY

E  INTROVERT

EXTRAVERT
1. Learn to be fully present and truly listen to the opinions of Introverts before attempting to respond.

2. Watch how much you talk for in any conversation, finishing an Introverts sentence never goes down well!

3. Beware the Boomerang effect where it always comes back to be about you!

4. Silence is OK, the Introverts have heard you!

5. Don’t stack your questions, give time for a considered reply.

6. Learn to appreciate Introverts, you don’t see what they are best at!

7. Create opportunities that allow your Introverts to use their right hand.
LEADERSHIP INSIGHTS FOR INTROVERTS

1. Over communicate with your team! It may be real and loud inside your head but that doesn’t mean others have truly heard it!

2. Learn to share your ideas out loud even if they are not perfect.

3. Learn to project your enthusiasm and energy into the external world. Body Language and tone of voice communicates more than words.

4. To really hear what an Extravert thinks you will have to let them speak for longer than you would wish!

5. Don’t judge an Extravert for thinking out loud, help them learn discretion and discipline.

6. Take time each day to recharge your battery, it will actually increase your productivity.

7. Giving yourself constantly to others will eventually diminish your capacity to help them.
HOW DO YOU PREFER TO TAKE IN INFORMATION?

S
SENSING

N
INTUITION
1. Build a bridge for Sensors so they can connect the present reality to the future vision.

2. Take the time to make sure Sensors have all the data and information they need. Let them ask the difficult questions and communicate your gratitude for their wisdom and expertise.

3. Details are really important, ultimately they will save you time and money!

4. Learn to smell the roses! Your future orientation will often mean you miss the beauty of today.

5. Learn to be physically, emotionally and intellectually present with your friends and family.

6. You will always be innovating but beware change for change’s sake.

7. Beware the Intuitive superiority complex!
LEADERSHIP INSIGHTS FOR SENSORS

1. Don’t be intimated by the eloquence of the charismatic communicator; ask your questions about details and practicalities!

2. Don’t assume what hasn’t been done before is reckless and bound to fail.

3. Embrace change, be fully present in shaping it rather than become a victim of it.

4. Don’t cage the Intuitive types, they need the freedom to dream so encourage them to do so.

5. Failure is an essential part of future innovation if viewed constructively.

6. Let Intuitive types tell you when they have an idea they want you to critique!

7. Learn to value the contribution you bring, you represent the majority!
HOW DO YOU PREFER TO MAKE DECISIONS?

T
THINKING

F
FEELING
LEADERSHIP INSIGHTS FOR THINKERS

1. Watch your “Tone” and “Tact” in all communication.

2. Be careful when critiquing a Feeler’s ideas or performance - they experience it as personal.

3. Learn to speak the truth in love; the truth part is not the growth area!

4. Learn to start each engagement with a positive affirmation and then critique.

5. When a Feeler shares their challenges don’t always assume they want you to solve the problem!

6. Learn to be empathetic - what is the experience for the person on the other side of you?

7. Beware the “Inquisition”!

8. Use your body language to soften the delivery of critique and challenge.
1. When a Thinker challenges your idea it’s not always personal.

2. Fight for the highest possible good of those you lead, learning to bring effective challenge as you speak the truth in love.

3. Even when you think you’ve brought massive challenge you haven’t!

4. Don’t assume you’ve offended a Thinker; they will tell you when you have.

5. When you need to bring challenge tell them, don’t just hint at it!

6. Learn to embrace the insights and challenges of Thinkers, don’t forget your Kevlar body armour!

7. Own your leadership role; you are more valuable to the organization than those you lead!

8. Be yourself; don’t try to lead in someone else’s identity.
HOW DO YOU PREFER TO LIVE YOUR LIFE?

JUDGING  ←  PERCEIVING
1. Relax, enjoy the journey! Leaders define the culture.

2. Try to remain open to new inputs and ideas; they may ultimately save you time and money.

3. We don’t live in a perfect world; the original plan will change.

4. Options = Opportunities

5. Trying to over control your team and environment will only lead to stress and burnout!

6. Let Perceivers meet deadlines in their own way but never let them miss one!

7. Beware the inbuilt superiority complex; learn to value the flexibility and trouble-shooting skills of the Perceivers.

8. Work will always be there, take the time to be with those you love!
1. Deadlines affect others, not just yourself!

2. Be consistent and disciplined in your external communication.

3. You need a sounding-board for new ideas; find someone who understands that what you are saying is provisional!

4. Honor the plan; communicate you respect others’ deadlines.

5. When Judgers perceive you as moving the goalposts half way through a project you undermine your credibility.

6. Learn to value and deploy the expertise of the Judgers in your team. They create a sense of security, consistency and confidence that Perceivers don’t.

7. Use Provisional /Plan and Promise to clarify expectations