

A. MOTIVATION PATTERNS

B. EMOTIONAL PATTERNS

C. THINKING PATTERNS

D. ACTION PATTERNS

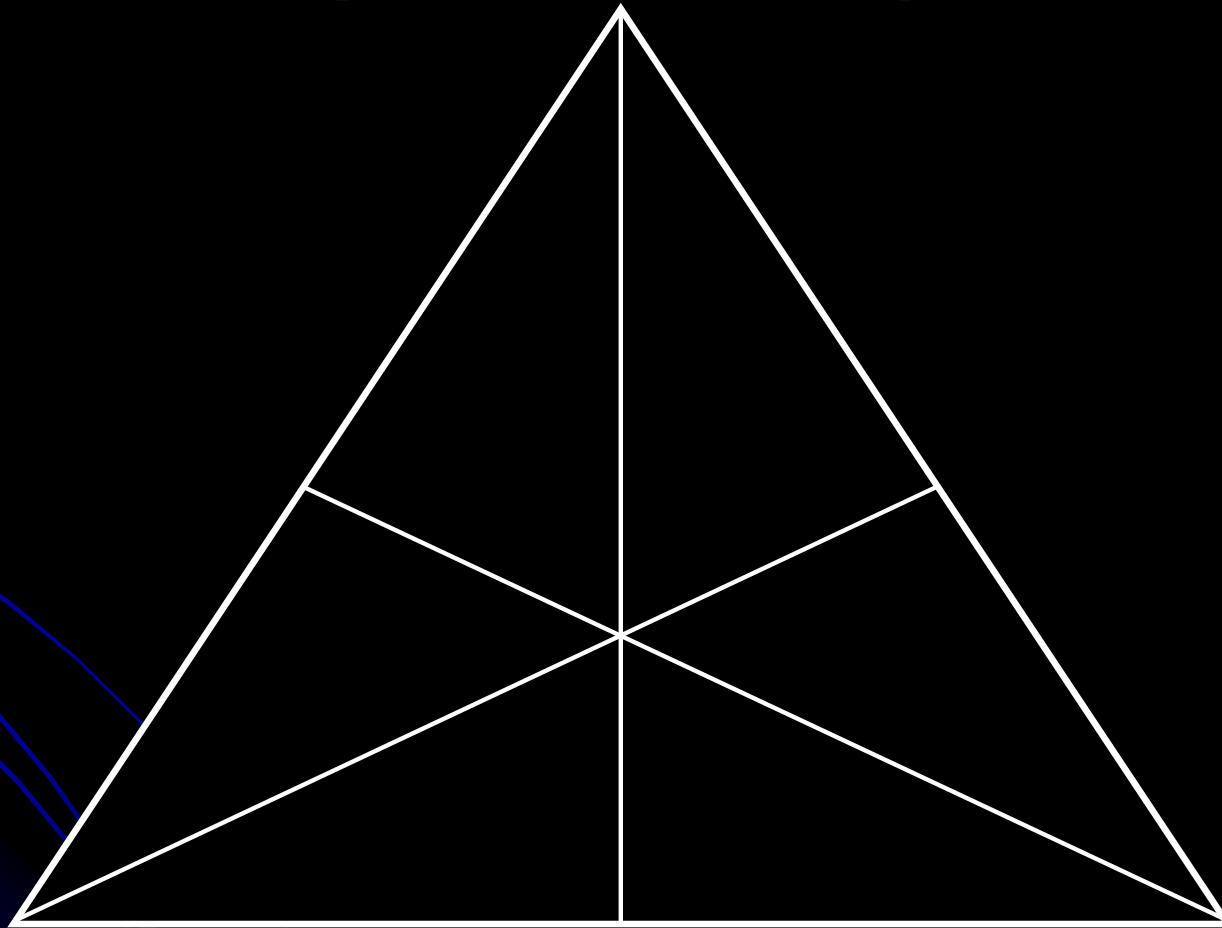
E. INTERACTION PATTERNS

F. GROUP PATTERNS

A. MOTIVATION PATTERNS:

1. BASIC FASCINATIONS (MOTIVATORS)

Driven by: **INFLUENCE**
(**BEING IN CHARGE**)

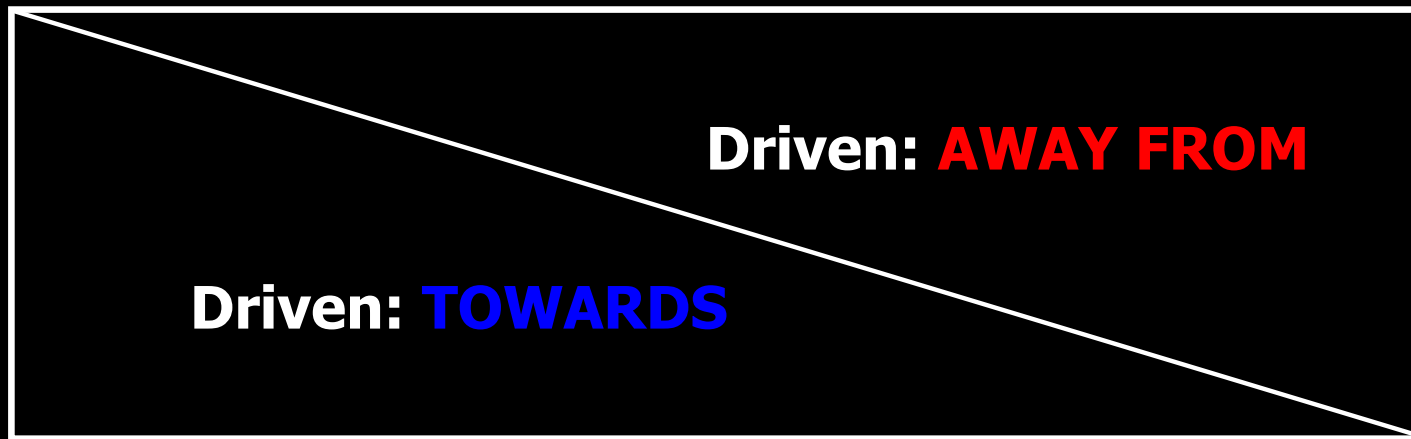


Driven by: **AFFILIATION**
(**PEOPLE**)

Driven by: **ACHIEVEMENT**
(**SUCCESS**)

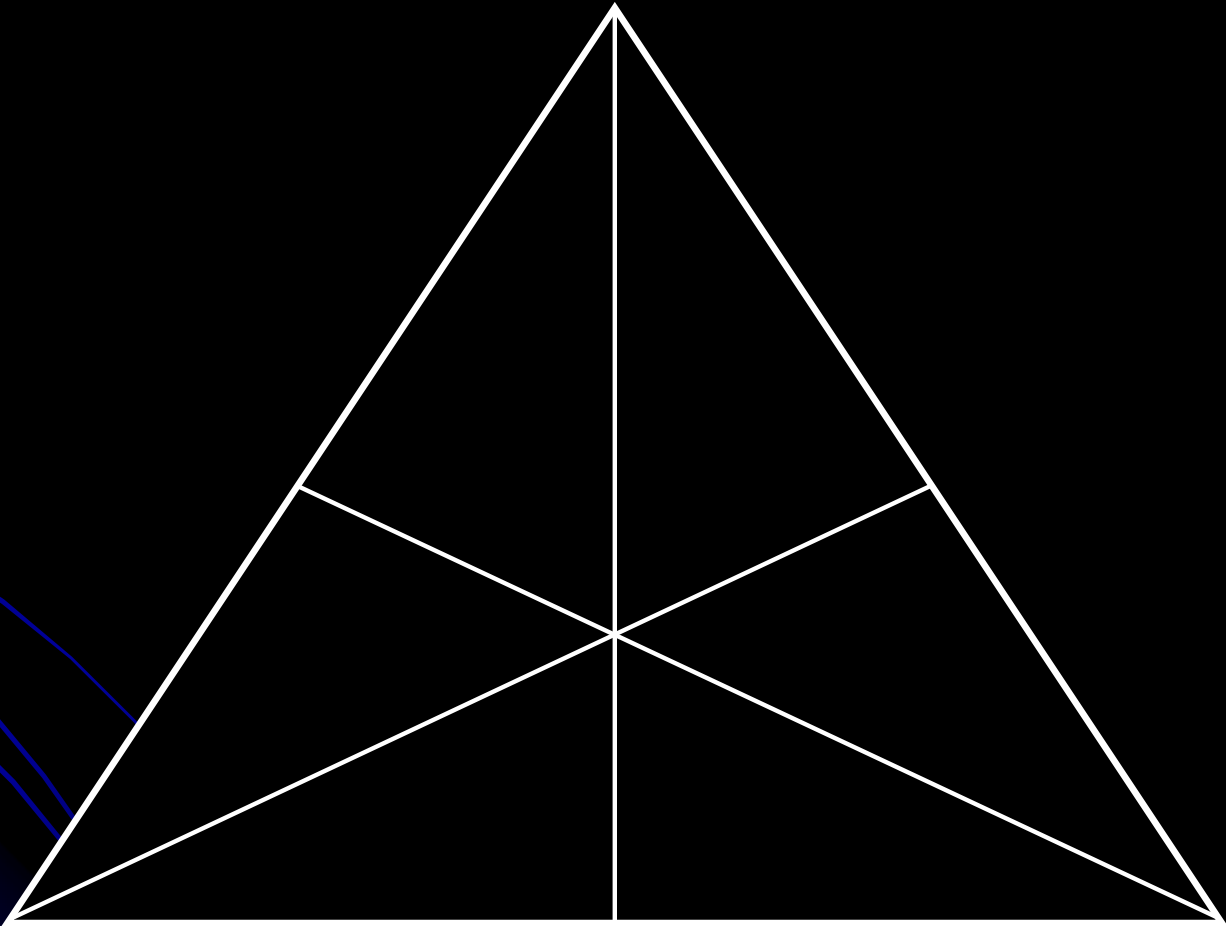
A. MOTIVATION PATTERNS:

2. CARROT OR STICK?



B. EMOTIONAL PATTERNS: 3. MEASURE OF SELF-ESTEEM

Confidence at: **WORK**

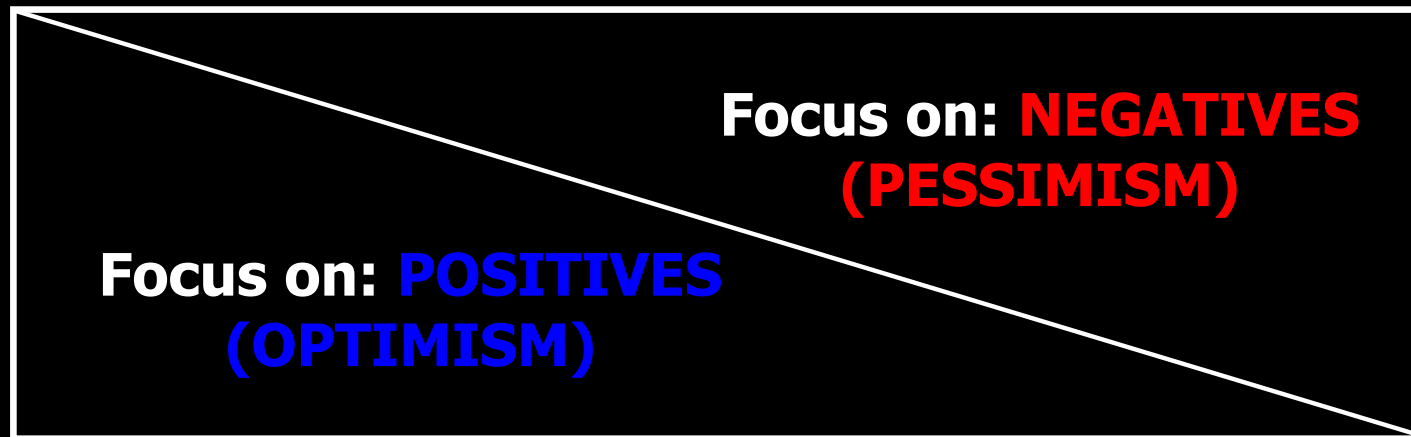


Confidence in:
RELATIONSHIPS

Confidence through:
SOCIAL ACTIVITIES

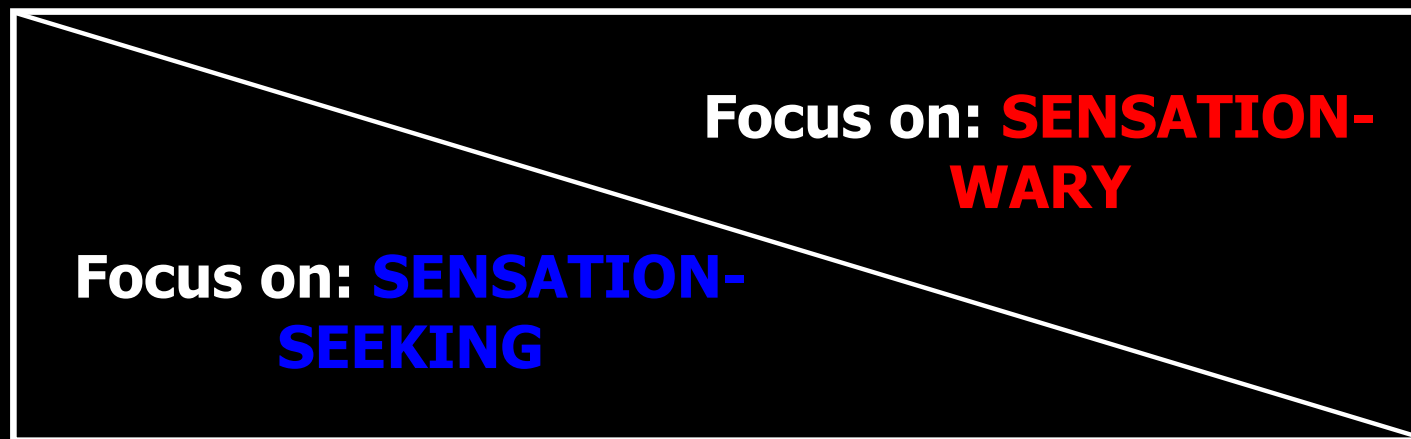
B. EMOTIONAL PATTERNS:

4. SUNSHINE OR FLOWERS?



B. EMOTIONAL PATTERNS:

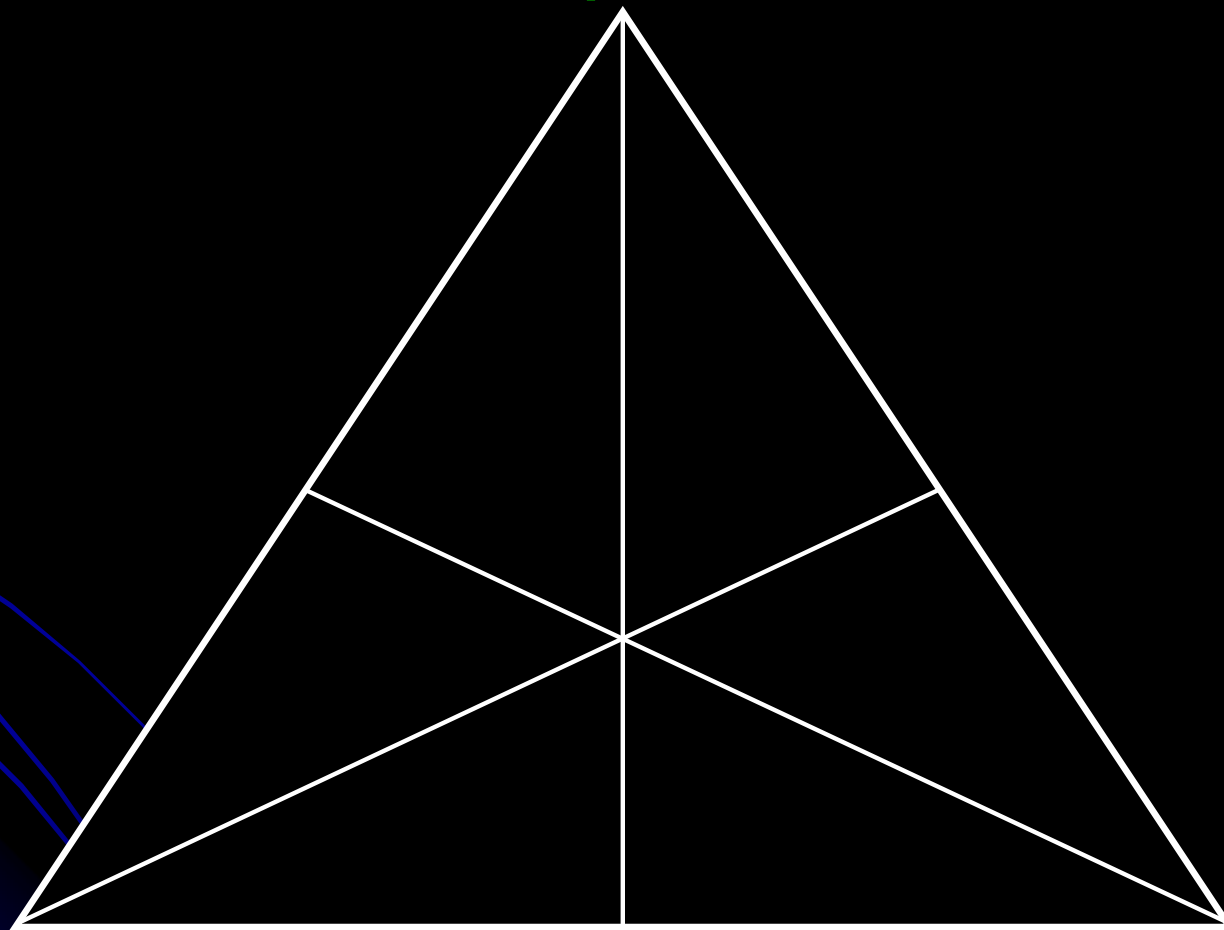
5. HOW HIGH CAN YOU GO?



C. THINKING PATTERNS:

6. A SENSE OF IMPORTANCE

Importance of: **VISUAL**
INPUT / OUTPUT



Importance of: **AUDITORY**
INPUT / OUTPUT

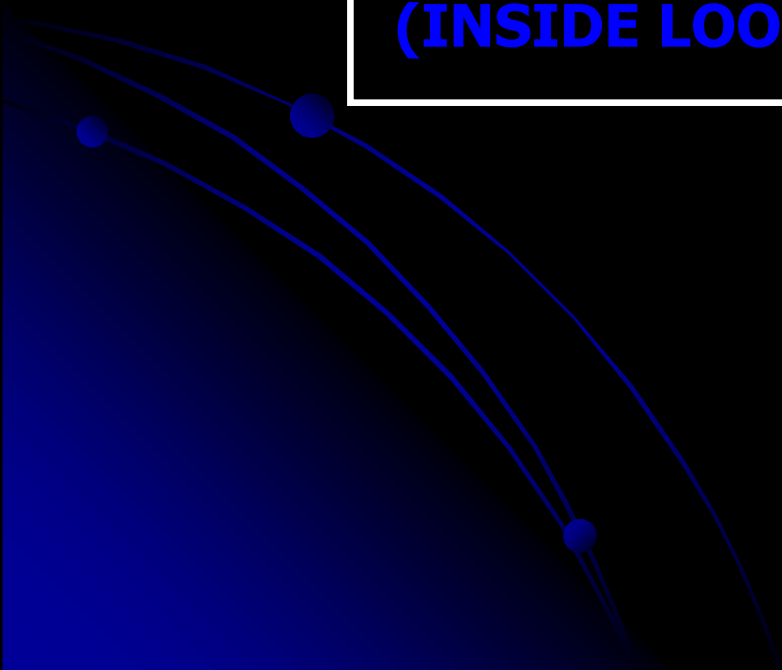
Importance of: **KINAESTHETIC**
INPUT / OUTPUT

C. THINKING PATTERNS:

7A. TIME STRATEGY

**DETACHED: THROUGH-TIME
(OUTSIDE LOOKING IN)**

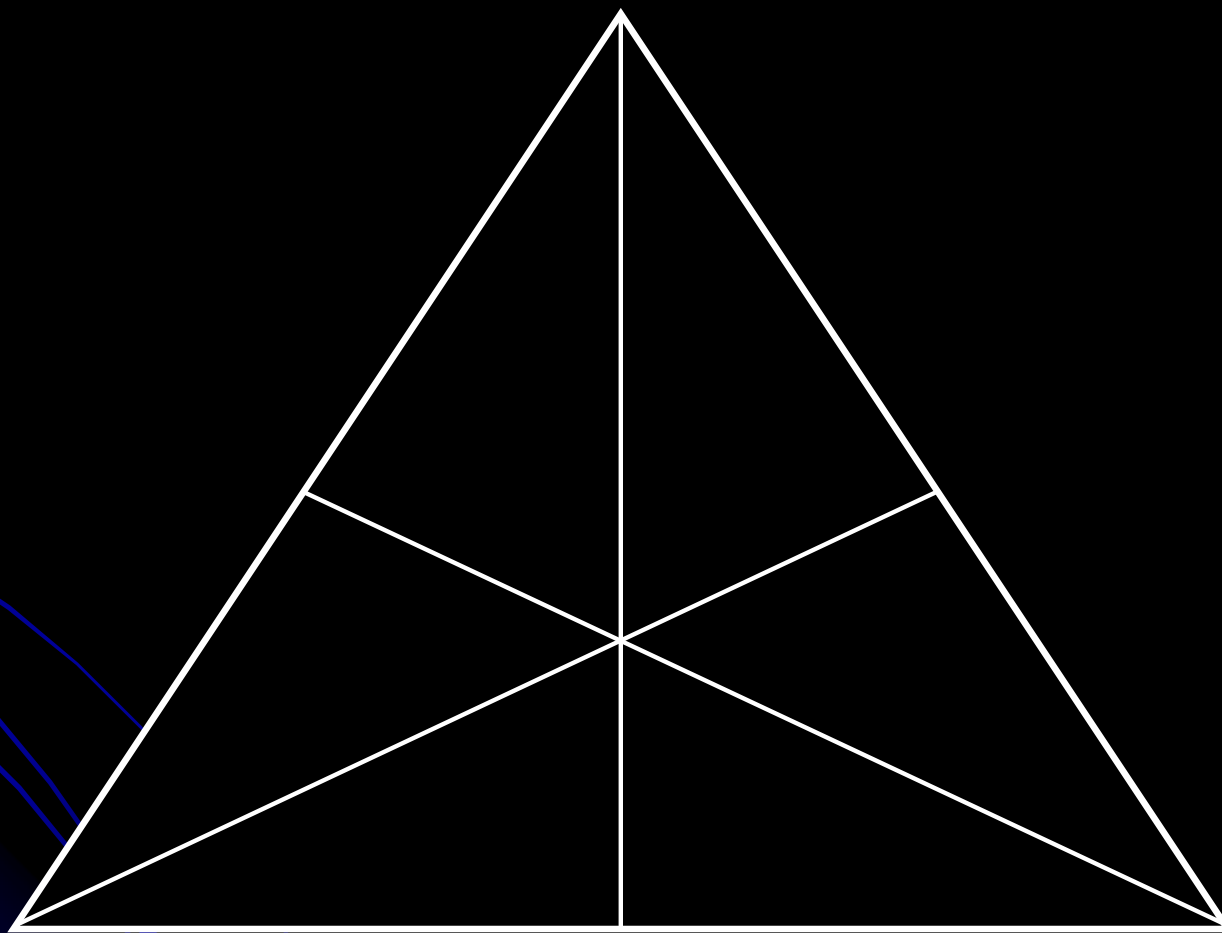
**ATTACHED: IN-TIME
(INSIDE LOOKING OUT)**



C. THINKING PATTERNS:

7B. TIME PREFERENCE

Focus on: **THE PAST**



Focus on: **THE PRESENT**

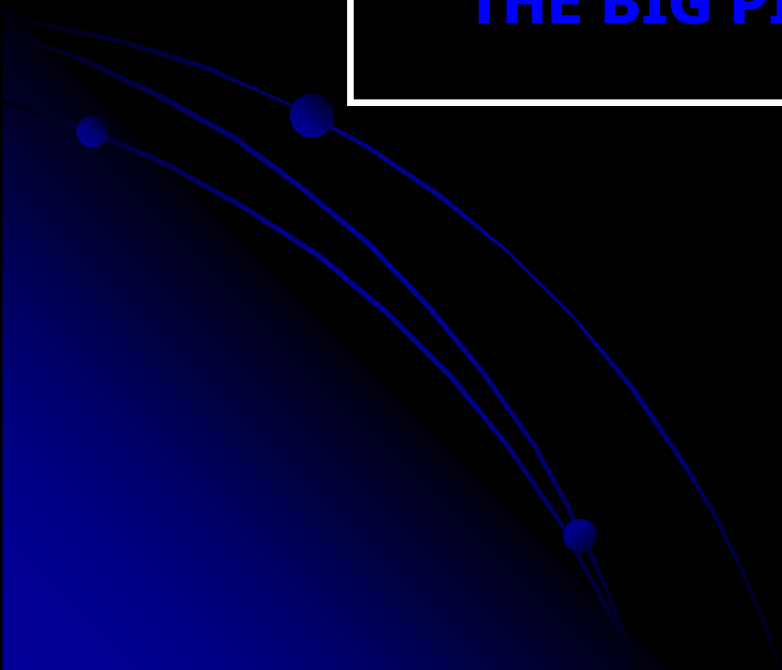
Focus on: **THE FUTURE**

C. THINKING PATTERNS:

8. WOODS OR TREES?

Focus on:
THE BIG PICTURE

Focus on:
THE DETAILS



C. THINKING PATTERNS:

9. EQUILIBRIUM OR METAMORPHOSIS?



Move towards:
SAMENESS

Move towards:
DIFFERENCE

C. THINKING PATTERNS:

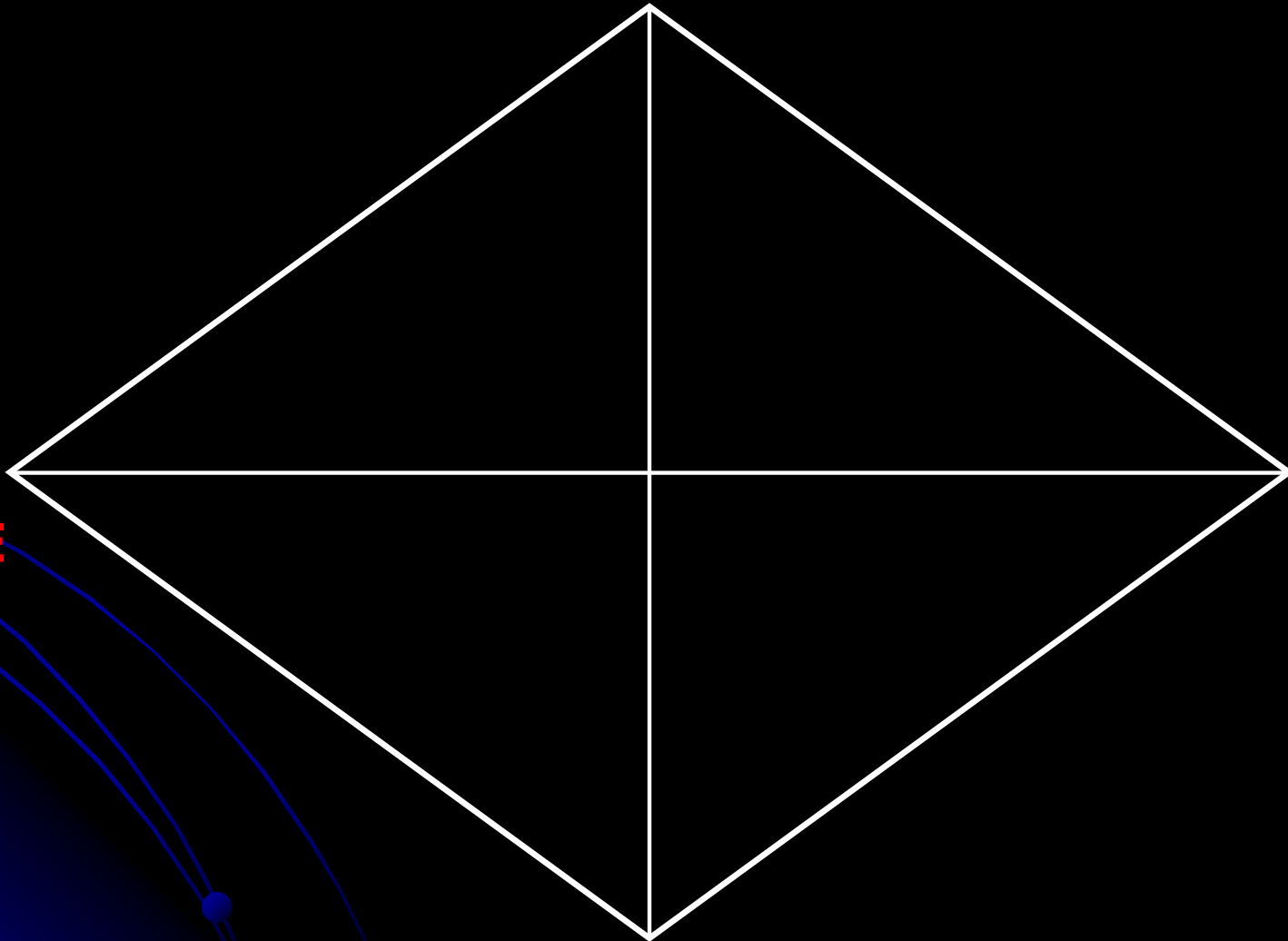
10A. HOW DO YOU GET YOUR PROOF?

Focus on: **WRITTEN EVIDENCE**

Focus on:
**VISUAL
EVIDENCE**

Focus on:
**HANDS-ON
EVIDENCE**

Focus on: **VERBAL EVIDENCE**



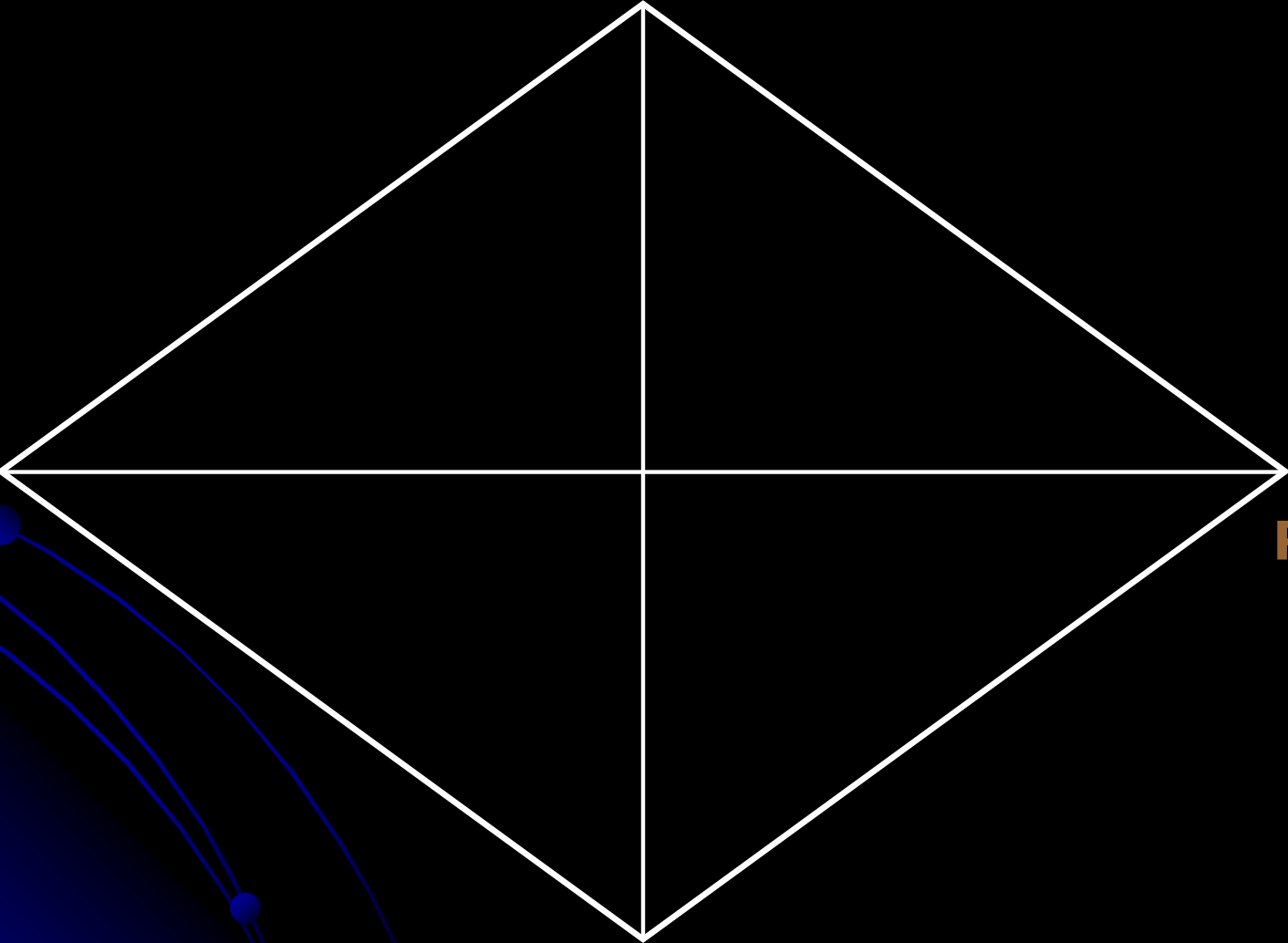
C. THINKING PATTERNS: 10B. WHO NEEDS TO GIVE YOU PROOF?

Prefer: **OWN JUDGEMENT**

Prefer:
**TRUSTED
FRIEND**

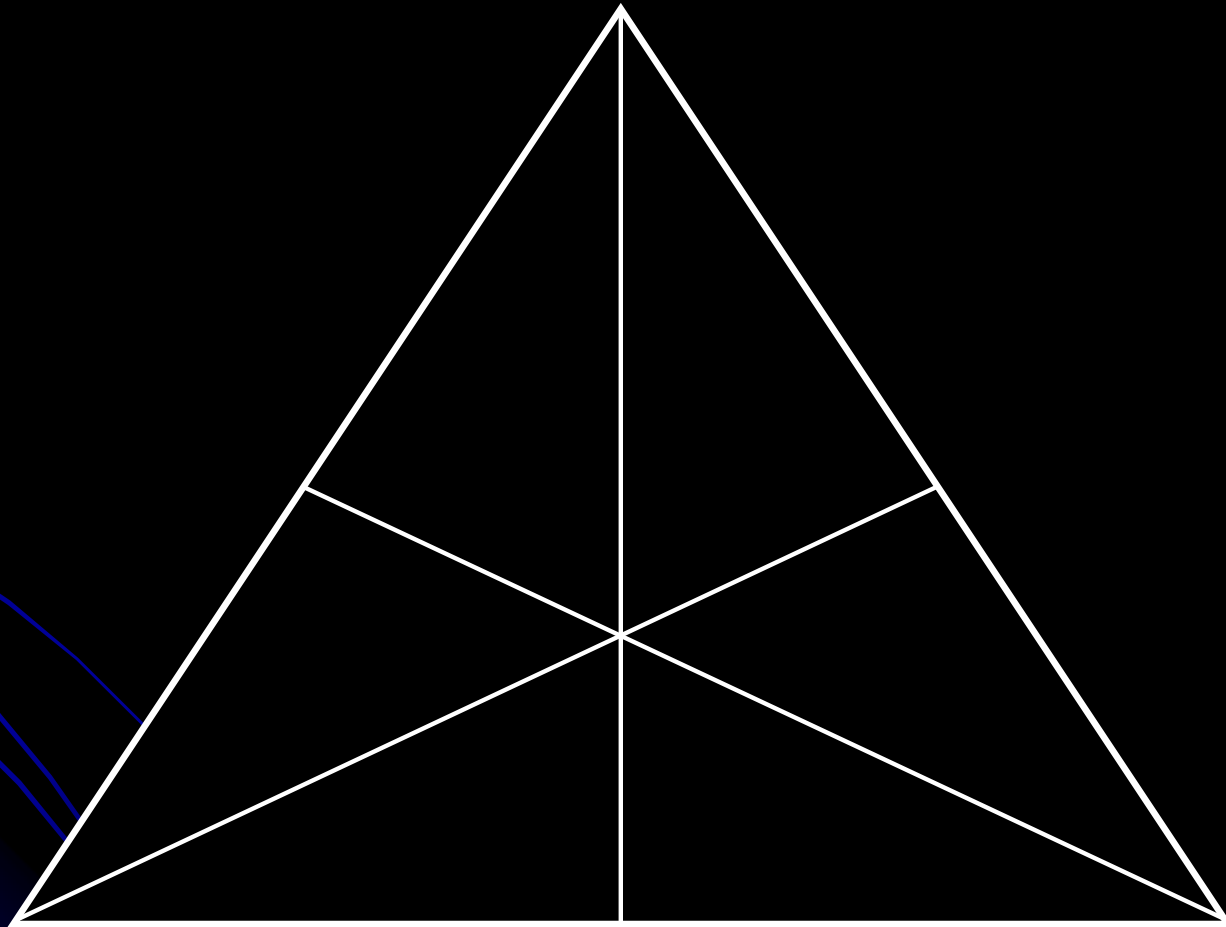
Prefer:
**CREDIBLE
ROLE MODEL**

Prefer: **OBJECTIVE PROOF**



C. THINKING PATTERNS: 10C. HOW MANY REPEATS DO YOU NEED?

NEED REPETITION TO BELIEVE

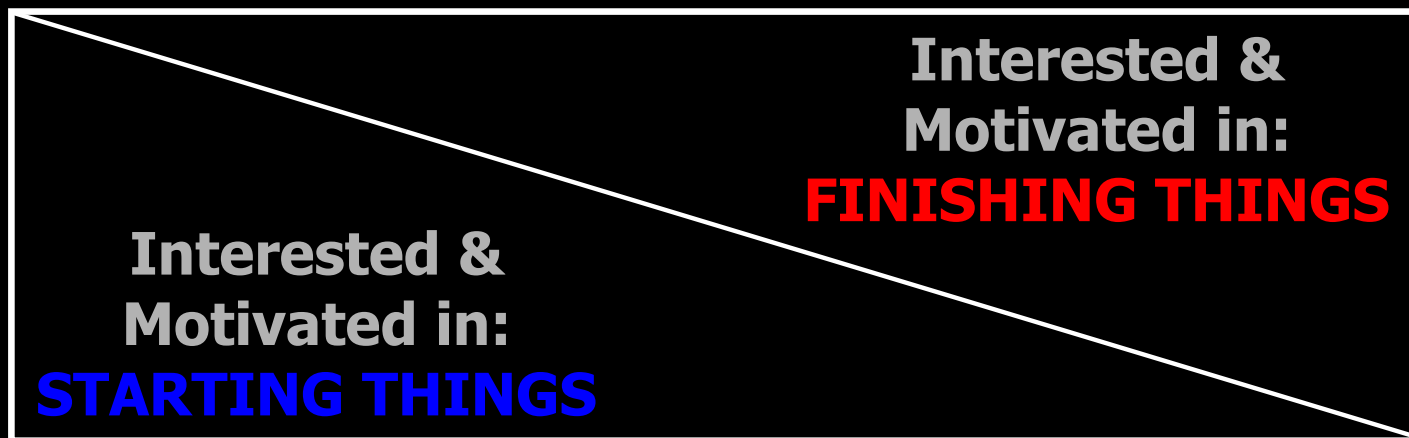


**ACCEPT SOMETHING
AUTOMATICALLY**

**ALMOST NEVER
CONVINCED**

D. ACTION PATTERNS:

11. STARTING / FINISHING STRATEGY?



D. ACTION PATTERNS:

12. OPTIONS / PROCEDURES STRATEGY?

Seek Out /
Generate lots of:
ALTERNATIVES

Find / Follow an:
**EFFECTIVE
PROCEDURE**

D. ACTION PATTERNS:

13. PROACTIVITY / REACTIVITY STRATEGY?



Jump:
PROACTIVE

Pushed:
REACTIVE

D. ACTION PATTERNS:

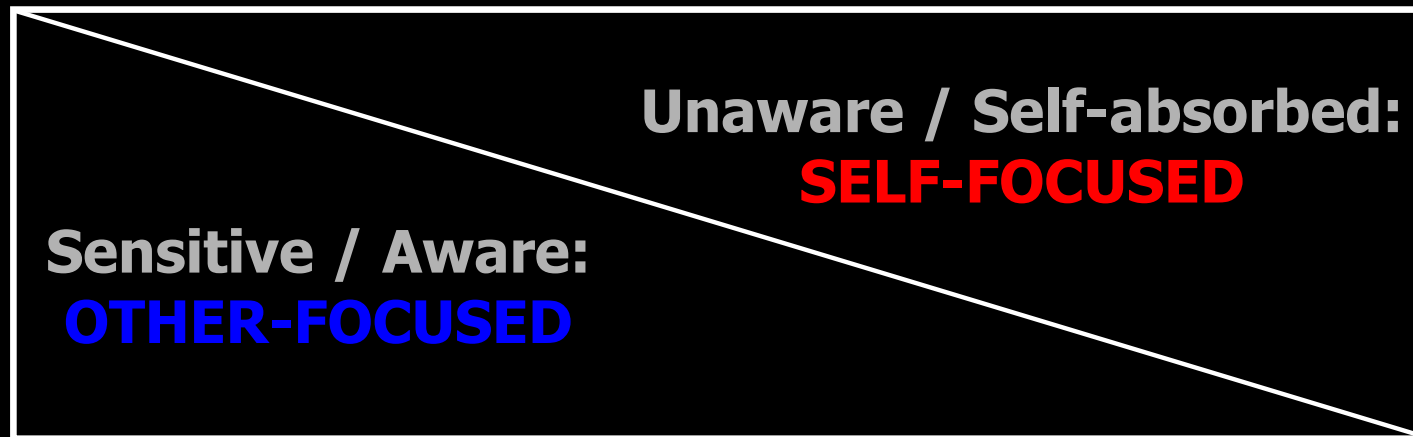
14. JUDGING / PERCEIVING STRATEGY?

Mover-shaker:
JUDGE MORE

Go with the flow:
PERCEIVE MORE

E. INTERACTION PATTERNS:

15. AWARENESS OF OTHERS SCALE



E. INTERACTION PATTERNS:

16. EXTROVERT / INTROVERT STRATEGY

Recharge Batteries:
BEST WITH OTHERS

Recharge Batteries:
BEST ALONE

E. INTERACTION PATTERNS:

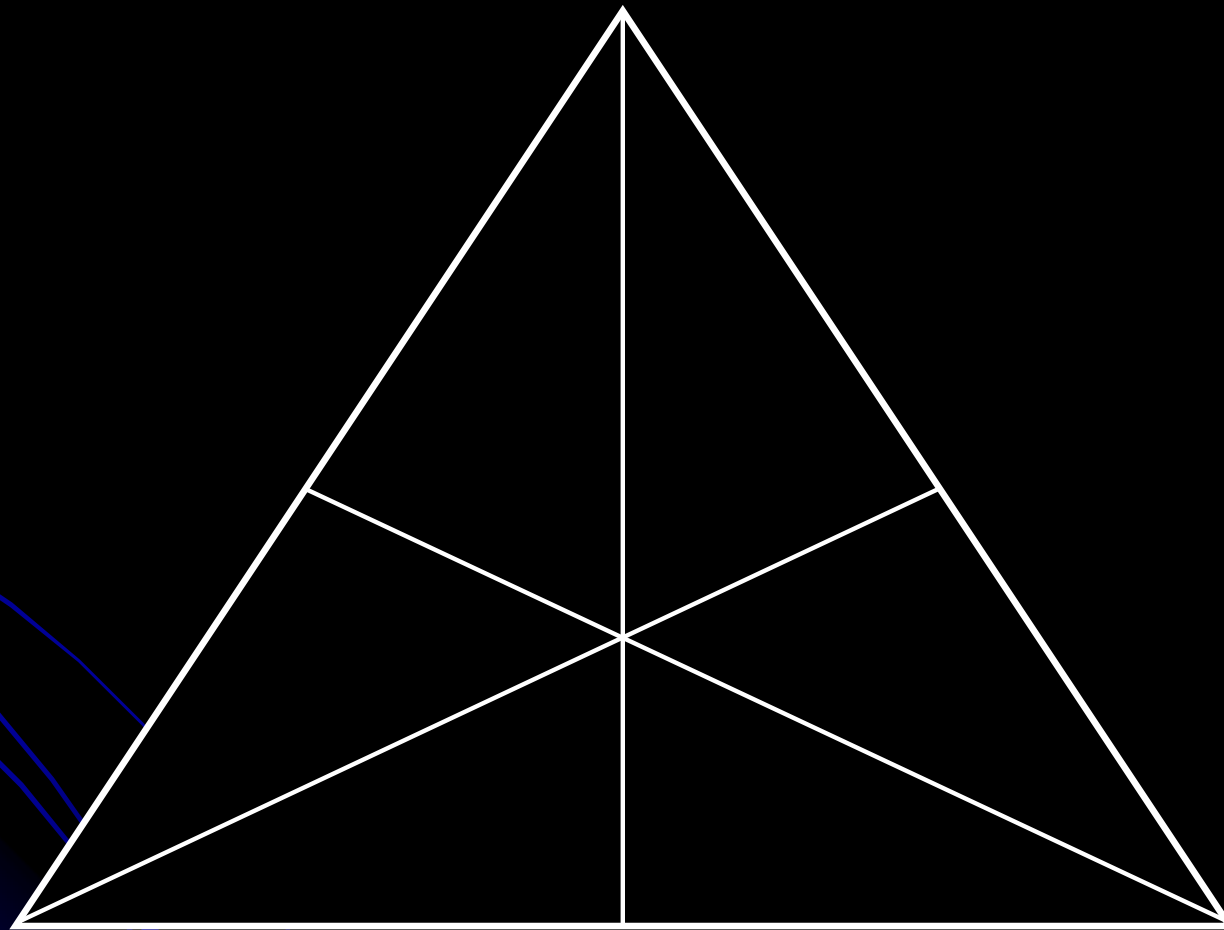
17A. EXTERNAL / INTERNAL INSPIRATION

Take the lead from Others:
EXTERNALLY INSPIRED

Take the lead from Self:
INTERNALLY INSPIRED

E. INTERACTION PATTERNS: 17B. EXTERNAL / INTERNAL WILLPOWER

NOT VERY STRONG-WILLED



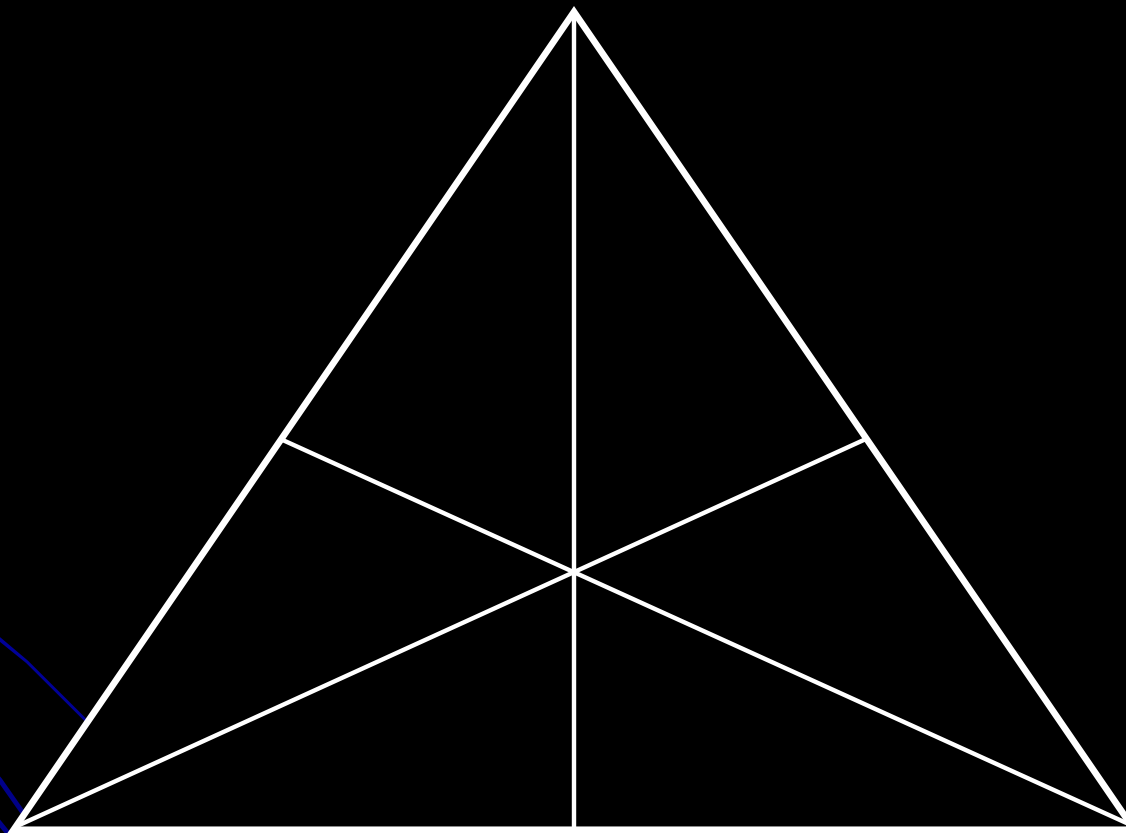
MODERATELY STRONG-WILLED

VERY STRONG-WILLED

F. GROUP PATTERNS:

18. GROUP INTERACTION STYLES

**INDEPENDENT: NEEDS TO
WORK ALONE**



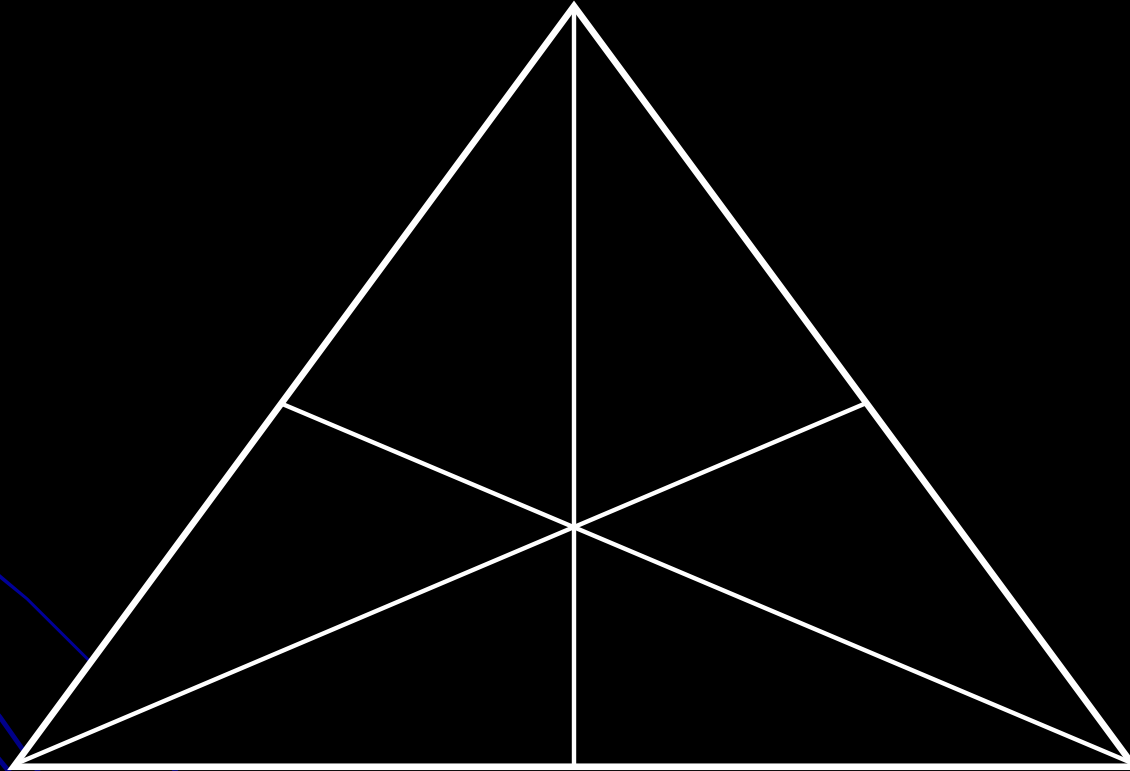
**TEAM-PLAYER: NEEDS TO BE
INVOLVED WITH AND
DEPENDANT ON OTHERS**

**PROXIMITY: NEEDS TO
WORK WITH OTHERS WITH
OWN RESPONSIBILITES**

F. GROUP PATTERNS:

19. MY RULES OR YOURS?

MY RULES FOR ME, AND
MY RULES FOR YOU: DO
AS I SAY



MY RULES FOR ME, AND
YOUR RULES FOR YOU:
DO YOUR OWN THING

YOUR RULES FOR ME, AND
YOUR RULES FOR YOU:
WHATEVER YOU SAY

F. GROUP PATTERNS:

20. HOW HARD DO YOU BITE BACK?

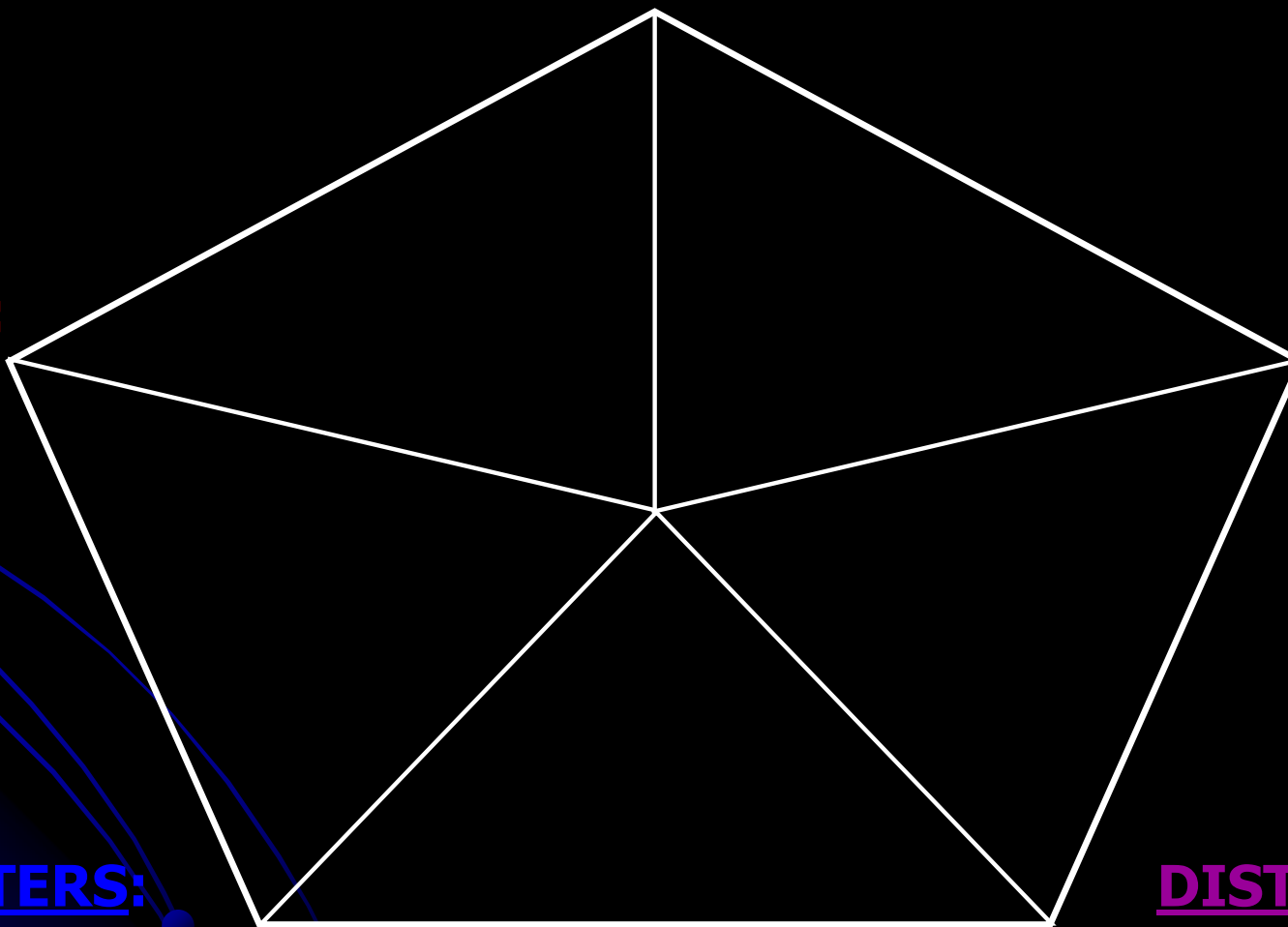
LEVELLERS (LEVEL-HEADED):
BALANCED FLEXIBILITY

PLACATORS:
APPEASE
OTHERS

BLAMERS:
BLAME
OTHERS

COMPUTERS:
DISCONNECT
EMOTIONALLY

DISTRACTORS:
DIVERT
ATTENTION



REFEREEING A ROW:

- (1) Get the Levellers on side by making a clear statement of what you need in order to find a solution.
- (2) Appeal to the Computers by asking them to think things through.
- (3) Ask directly for calm and supportive behaviour from the group – this will pull the Placators and Distractors in.
- (4) After (1) to (3) are carried out, Blamers will stick out like sore thumbs because they're the only ones still causing trouble: tell them you'll deal with their concerns later, in private (where you can defuse their anger much more effectively).