



WORKING WITH STYLE DIFFERENCES

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REGENERATION RESOURCES

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TEMPERMENT



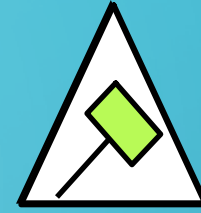
I DON'T
STEREOTYPE
ME!

A decorative graphic on the left side of the slide, consisting of a network of light blue lines and circles that resemble a circuit board or a data network. The lines are vertical and horizontal, with some diagonal connections, and the circles are small and white with blue outlines.

“D”

RESULTS - CONTROL

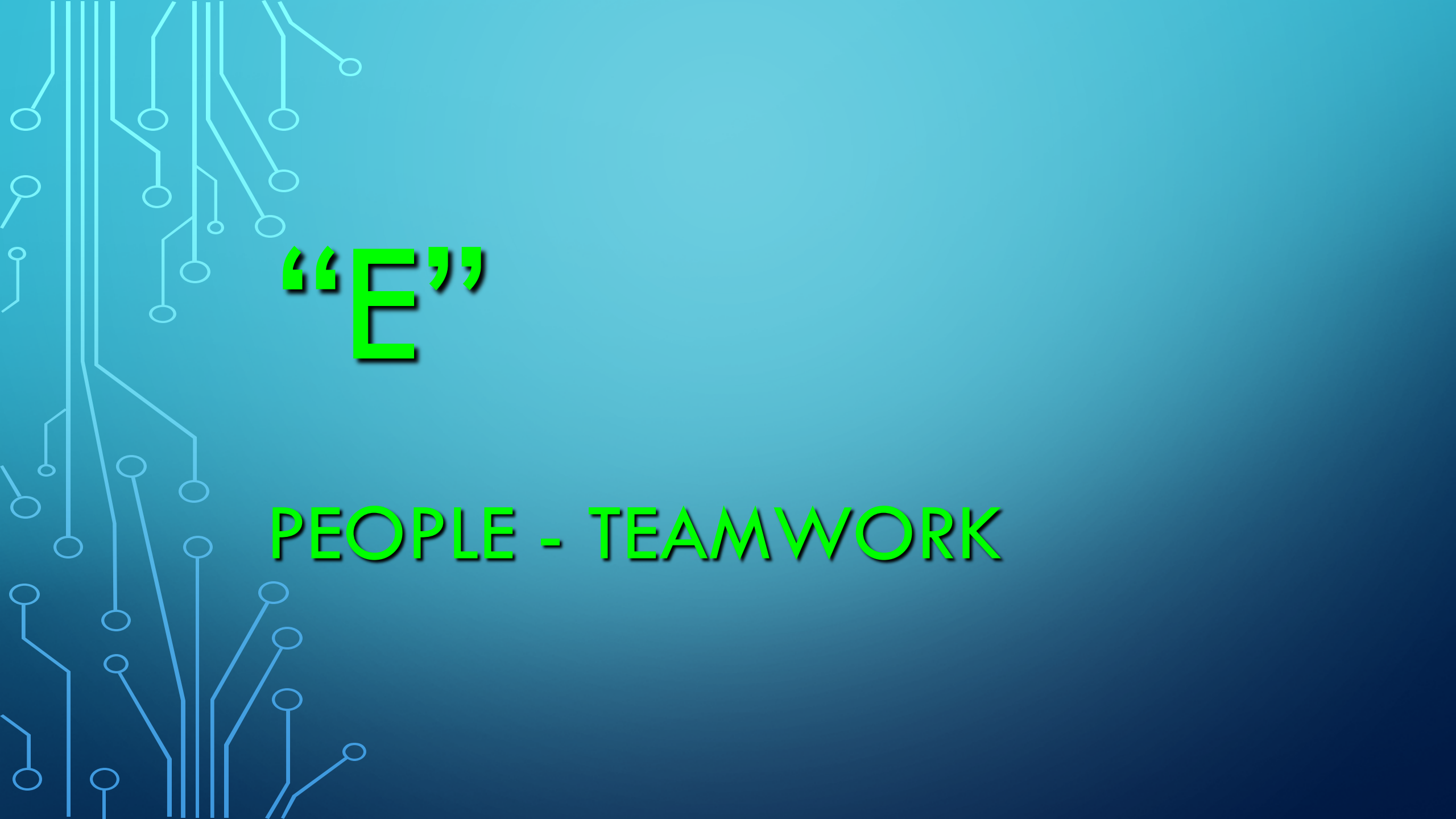
DOMINANCE - ABOVE THE LINE



- Results-oriented
- Self-confident
- Decisive
- Hard-driving
- Candid
- Confident
- Self-made
- “Big Picture”
- Tellers
- Analytical
- Authoritative
- Outspoken
- Direct
- Accountable
- Problem Solvers
- Adventurous

OCCUPATIONS WHERE HIGH "D"'S EXCEL?





“E”

PEOPLE - TEAMWORK



Extroversion - Above The Line

- Focus on people
- Out-going
- Friendly
- Pleasant
- Eclectic
- Empathetic
- Persuasive
- Cheerful
- Talkative
- Enthusiastic
- Team oriented
- Diplomatic
- Intuitive
- Optimistic

OCCUPATIONS FOR HIGH "E"'S





“S”

TIMING - HARMONY
COOPERATION

Stable - Above The Line



- Steady
- Easy-going
- Relaxed
- Cooperative
- Patient
- Good memory
- Timing
- Long fuse
- Persistent
- Reliable
- Harmonious
- Dependable
- Friendly
- Good listener

OCCUPATION FOR HIGH "S"

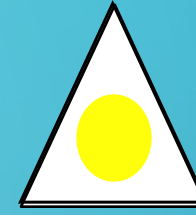


The background is a blue gradient with decorative white circuit-like lines in the corners. The central text is in a bold, yellow, sans-serif font with a slight drop shadow.

“C”

TO BE RIGHT
TO DO RIGHT

Control - Above The Line



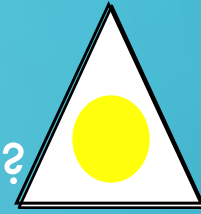
- ❑ Meticulous
- ❑ Careful
- ❑ Accurate
- ❑ Precise
- ❑ Thorough
- ❑ Logical
- ❑ Will verify
- ❑ Best practices
- ❑ Detail-oriented
- ❑ Conscientious
- ❑ Analytical
- ❑ Quality-oriented
- ❑ Love Problem Solving

OCCUPATION FOR HIGH “C”





HOW DO YOU APPEAL TO THE “HIGH C” PERSON?



- Be detailed with facts in writing.
- Explain WHY.
- Focus on doing the right thing.
- Support their methods.
- Talk about documented facts.
- Allow for questions; time to ✓ facts.
- Act organized and specific.

HOW DO YOU APPEAL TO THE “HIGH C” PERSON?

DOMINANT WITH CONTROLS

Check your facts

Don't tell them they are wrong

Allow them to go into the weeds

EXTROVERTS WITH CONTROLS

Follow the rules

Learn the rules

STABLES WITH CONTROLS

Follow the rules

HOW DO YOU APPEAL TO THE “HIGH S” PERSON?



- Be calm and under control.
- Discuss WHEN.
- Focus on timing and harmony.
- Support their schedule.
- Talk about cooperation.
- Agree as to when.
- Act patient and unhurried.

HOW DO YOU APPEAL TO THE “HIGH S” PERSON?

DOMINANT WITH STABLE

Try to listen

Try to be more patient

Remember that Stables will be more direct if they don't feel threatened by you—
build trust

EXTROVERT WITH STABLES

Connect by asking questions

Try to be more comfortable with silence

CONTROLS WITH STABLES

Think less black and white

Try to avoid blame

HOW DO YOU APPEAL TO THE “HIGH D” PERSON?



- Be direct and to the point.
- Explain WHAT.
- Focus on the results and control.
- Support their goals.
- Talk about taking action.
- Provide freedom and options.
- Act businesslike and factual.

HOW DO YOU APPEAL TO THE “HIGH D” PERSON?

EXTROVERT TO DOMINANTS

Get to the point

Stay focused

Talk about results

STABLES TO DOMINANTS

Be honest

Don't take it personally

Be willing to take the reaction
when Dominants don't like
your idea

CONTROL TO DOMINANTS

Let go of details when you
can

Let Dominants have control

HOW DO YOU APPEAL TO THE “HIGH E” PERSON?



- Participate, be interactive and enthusiastic.
- Explain WHO.
- Focus on people and teamwork (Let's/We)
- Support their intentions.
- Talk about people and opinions.
- Provide feedback.
- Act friendly, open and flexible.

HOW DO YOU APPEAL TO THE “HIGH E” PERSON?

DOMINANT TO EXTROVERT

Say “good morning” before launching into work

Take an interest in the people (they are the ones who do the work)

STABLES TO EXTROVERTS

Interrupt them

Show some energy

Listen less and talk more

CONTROL TO EXTROVERTS

Let them think outside the box

Let yourself think outside the box

Take an interest in the people

Healthy and Unhealthy Conflict

- ▲ Find a partner
- ▲ Share one unhealthy behavior and one healthy behavior you have engaged in

Conflict Team Map

The descriptions on the inner, gray circle illustrate what healthy behavior during conflict might look like. The descriptions in red on the outer circle illustrate unhealthy behavior related to each style. The numbers in the innermost circle reflect the people on your team who fall into each of the style regions (10 people).

