

Personal Styles

FRONT and CENTER PERSON

- ◆ They love to be out there mixing with people. They like to try new methods. Their lives are about extremes, emotional and otherwise. They push their ideas and they push the rules.
- ◆ They live for recognition. They are usually self-starters who thrive on applause.
- ◆ At times they are oblivious to their weaknesses.
- ◆ When they “slump” they can get very “down.”

In The Wings Person

- ◆ They love to feel included. They are rarely in a hurry and they dislike pressure.
- ◆ They live for approval and prefer an informal interaction. They want to be appreciated with greater access to you.
- ◆ They tend to be cautious and want to work with others in accomplishing goals.

BEHIND THE SCENES PERSON

- ◆ They don't want the limelight. They don't crave applause, they crave appreciation.
- ◆ They are low-key. They need to know they can trust people in leadership.
- ◆ They are hard on themselves when they mess up.

Encouragement Styles

Some need *APPLAUSE*

- ◆ Public praise for good performance
- ◆ Receiving awards such as a plaque

Some need **APPRECIATION**

- ◆ Personal or written thanks for a good performance
- ◆ Posted lists of individual and team accomplishments

Some need **ACCESS**

- ◆ More one-on-one time with you, discussing their performance and growth
- ◆ A commitment from you to work on their concerns
- ◆ Coffee break or lunch together