

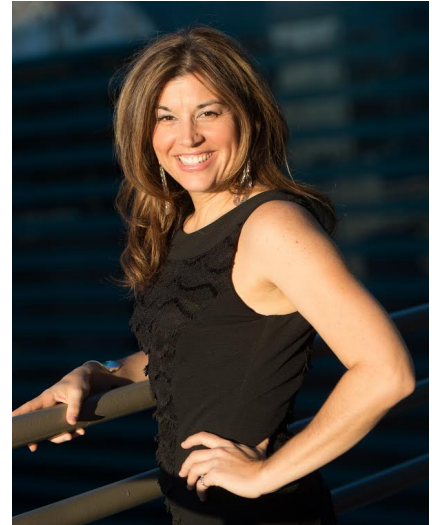
Lead Like A Girl: Tackling Tough Conversations With Ease

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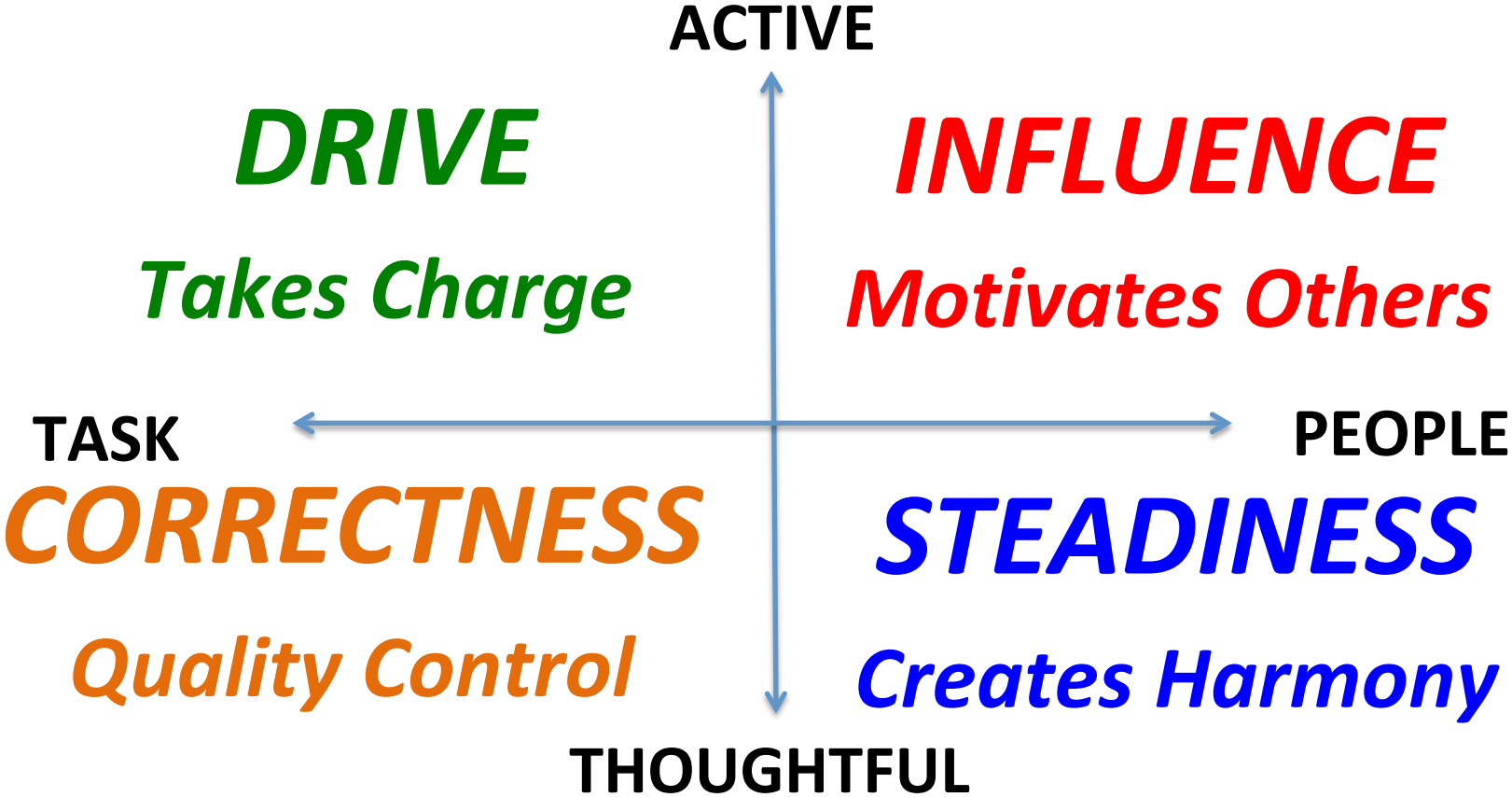
What Brings Productivity to a **STOP**?

- Think about the people you work with & what behaviors or qualities happen in meetings (or other places) that slow or stop effectiveness.
- Make a list of specific behaviors & qualities that frustrate you (& other team members) most. You may even have a specific person in mind.
- You have a few more seconds...
- Now...tuck that away & we'll come back to it!

Enough About Them...Let's Look At YOU!

- Think about who you are at work & the qualities that have made you successful in your career.
- POLL: Which of the following qualities best describes you at work?
 - Risk-taker
 - Persuasive
 - Patient
 - Analytical

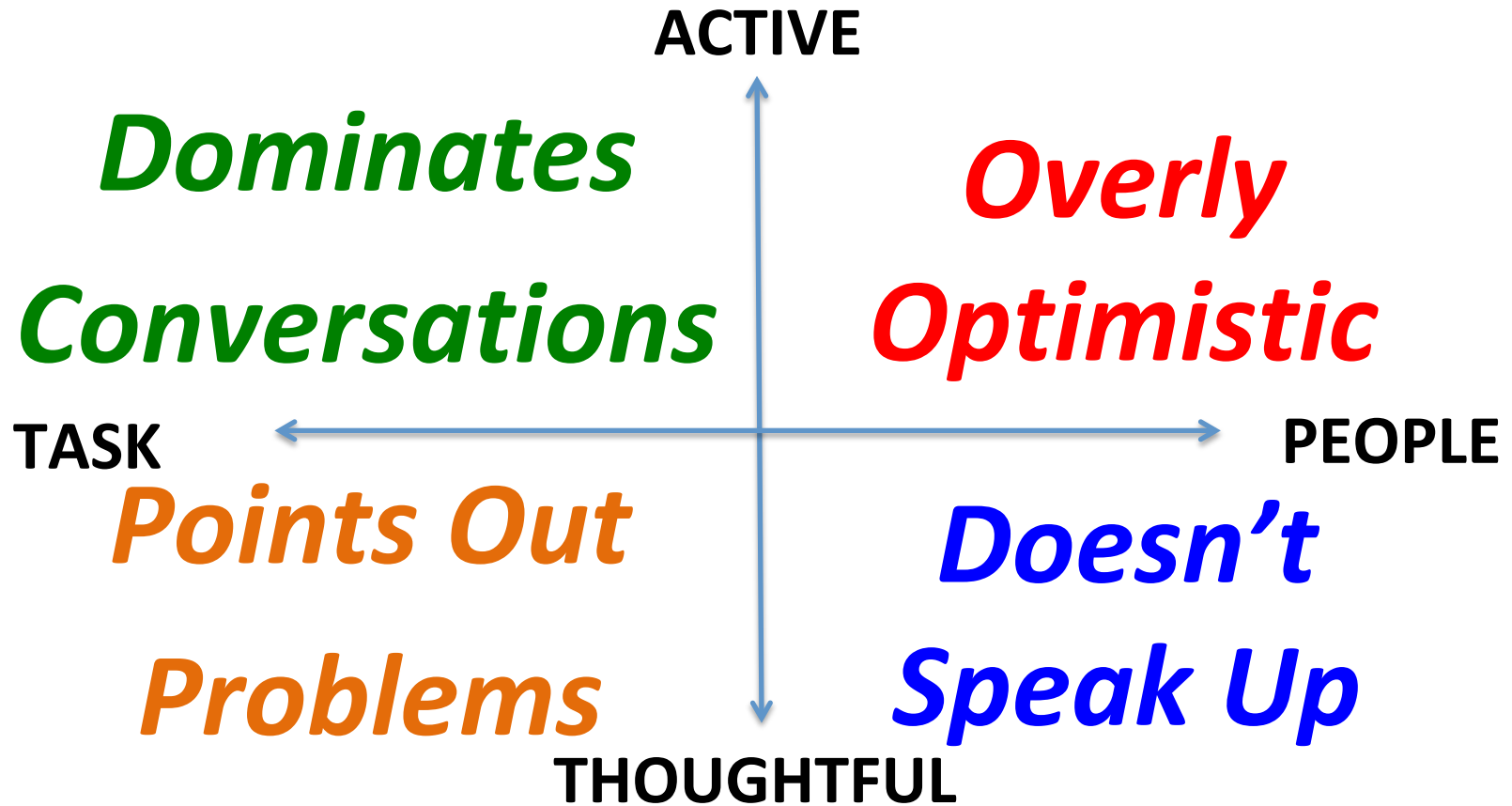
Let's Explore: 4 Communication Styles



What's YOUR Style?!

- POLL: Which of the 4 styles do YOU believe is your primary style?
 - DRIVE: I take charge of the situation
 - INFLUENCE: I enjoy being positive & inspiring people
 - STEADINESS: I strive to keep the team happy
 - CORRECTNESS: I make sure we get things right

Let's Explore: 4 Team Dysfunctions



What's Your DYSFUNCTION?!

- POLL: Which of the 4 dysfunctions do YOU typically exhibit when things aren't going well?
 - I take over or dominate the conversation
 - I'm overly optimistic about what we can accomplish
 - I don't wanna rock the boat...so I stay quiet
 - I slam on the brakes by pointing out problems

There's A Better Way to Think About It...

ACTIVE

Adventurous
Daring
Self-Assured
Competitive
Decisive
Risk-Taker
Direct

Confident
Sociable
Influential
Persuasive
Enthusiastic
Generous
Trusting

TASK

Conscientious
Courteous
Diplomatic
High Standards
Analytical
Systematic
Accurate

Amiable
Relaxed
Sincere
Good Listener
Stable
Patient
Loyal

PEOPLE

THOUGHTFUL

What Can We DO

- **Dominates Conversations**

- *Create a silent reflection or partner activity for meetings so he/she can't dominate the conversation*
- *Pair dominators together & let them hash it out*
- ***Use their energy to get the group unstuck***

- **Doesn't Speak Up**

- *Create a silent reflection or partner activity for meetings so he/she is comfortable sharing*
- *Pair quiet folks together to operate at their own pace*
- ***Enjoy the harmony they create in a team!***

Prepare To Empower *Ahead of Time*

- Overly Optimistic

- *Make it clear in the agenda when the team will discuss new ideas & possibilities.*
- *Have everyone talk about ideas & upsides at the SAME TIME!*
- *Use their positivity to keep the group motivated!*

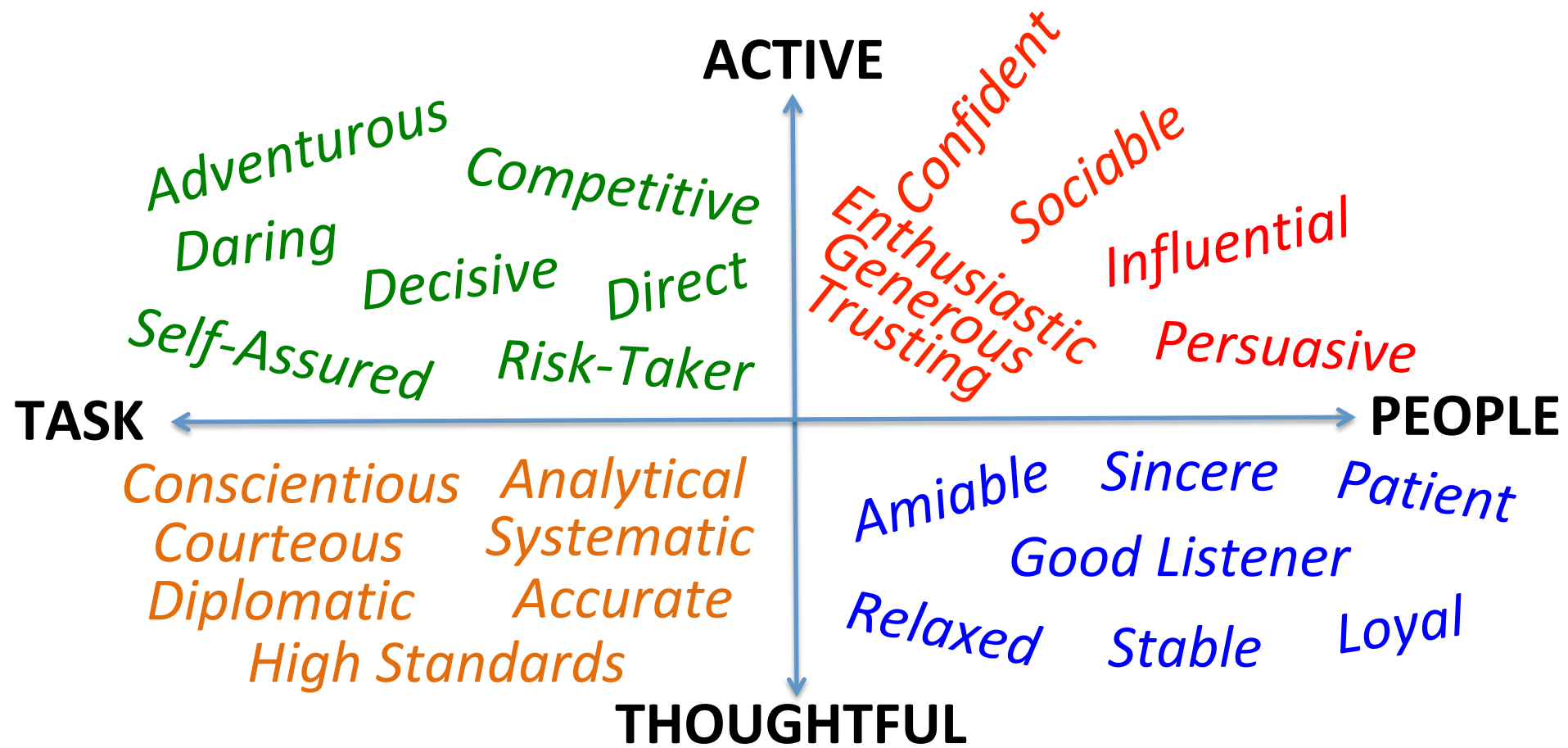
- Points Out Problems

- *Make it clear in the agenda when the team will discuss problems.*
- *Have everyone talk about issues & down sides at the SAME TIME!*
- *Send info EARLY! They love to analyze & will come prepared with thoughts to get conversation going*

Get Out Your Pet Peeves List...

- Which of the 4 styles do you have the hardest time with (i.e. who frustrates you the most)?
 - DRIVE: Takes Charge
 - INFLUENCE: Motivates Others
 - STEADINESS: Creates Harmony
 - CORRECTNESS: Quality Control

Let's Focus On Their STRENGTHS!



Time for QUESTIONS!!

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