

	Traits	What you need to motivate yourself?	What demotivates you	Natural strengths	Vulnerabilities
	<p>Implicit Theoretical (Idealism) Submerged (Feelings) Perceptions; diplomacy Words are directional Leverage Connect with/get really emotional</p> <p>Its all about the feelings and perceptions</p>	<p>Deeper connection with feelings & ideals; not the picture, but the feelings attached to it Its best when you feel people “get you” Customer perceptions (NPS or eNPS scores versus engagement scores) Leverage – not multi-tasking, but multi-achieving</p>	<p>Not being given the benefit of the doubt Being told what we think, feel or care about, without enquiring People not caring about the deeper meaning or intention Pretence Doing for the sake of doing Having to make intentions obvious destroys the special feeling about them</p>	<p>Pursuing the ideal Reading the vibe (non-verbals Delegation (it often doesn’t even occur to do it personally) Identifying incongruencies between perceptions and truth – you get them to be the same (“don’t communicate so that you’re understood; communicate so that you cannot possibly be misunderstood”) Sensitive tabling the elephant in the room</p>	<p>Implying things Think things are obvious! BURDEN “ish” and gist people Verbal contracts Read too much into things Fluffy talk: say what you mean! “<i>What I’m really saying is...</i>” “<i>take him out of the picture</i>”; “<i>he had a little accident</i>”; “<i>he’s been a nuisance</i>”!</p>
How other (really) perceive you at times	Self doubt – the voices in your head	Causes of stress	Key strategies (to leverage strengths, mitigate vulnerabilities and operate at your best)?	Your ‘ genius ’ – white belt level & black belt level?	Stories...
<p>Always having an underlying agenda Lack of authenticity – just saying it because... Hyperbole Lack integrity</p>	<p>Worried about what everyone else thinks about you. Instead, what do you think about you?</p> <p>Constant BURDEN = not being understood.</p>	<p>Not being understood Struggling to express yourself in a way that conveys your truest feelings and care-abouts Gap between intention and perception Doing for the sake of doing Not being able to achieve the ideal outcome (that can seem so obvious and realistic to you)</p>	<p>“Really...” (“<i>how was your day...really</i>”)? What do you <u>really</u> think? What are you really “seeing”, perceiving, pondering? The waterline isn’t so low – there’s so much more to this...risks (AI) or possibilities (UI) Deep & meaningful conversations</p>	<p>WB: Reading the vibe BB: Creating the safe space for deeper truth/vulnerable discussions See the depth (of potential or fear) in others</p>	

What shows up when you do?

Connection & safe space → Deep & meaningful conversations
Care factor; relationship factor

Insecurity