

I.D.™ SNAPSHOT

- Vertical mindset
- Needs to process
- Focuses on constant improvement (5%)
- Solo problem solver



- Horizontal mindset
- Needs to react
- Accept and move on
- Collaborator

- Explicit
- Practical
- Visible (Action; doing; transparent)
- Words are literal
- DIY



- Implicit
- Theoretical (Idealistic)
- "Submerged" (feelings, perceptions, diplomatic)
- Words are directional
- Leverage

- Energy builds with momentum (focused)
- Harmony & integration
- Whole picture - and how you fit in
- A detailed plan you can track
- Time and resources to ensure momentum and completion



- Energy depletes over time (distracted)
- Goal-focused & single-minded
- Customize & exceptions
- Freedom to pioneer & experiment
- Driven to get started



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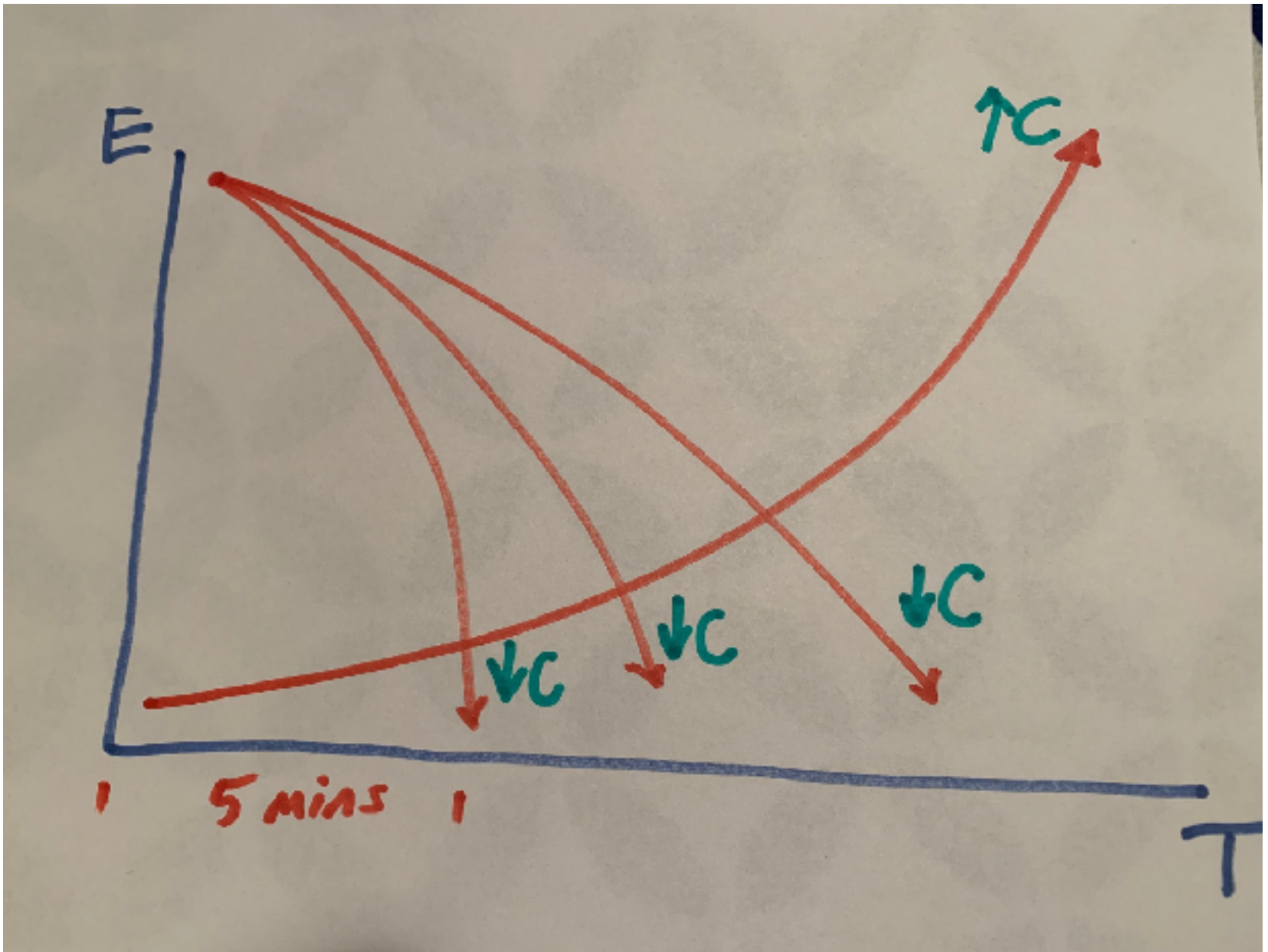


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	Traits	What you need to motivate yourself?	What demotivates you	Natural strengths	Vulnerabilities
	<p>Driven to get started</p> <p>Customize & exceptions</p> <p>Defiant, rebellious, non-compliant</p> <p>Energy depletes over time (distracted)</p> <p>Goal-focused & single-minded</p> <p>Freedom to pioneer & experiment</p>	<p>Autonomy</p> <p>Room for creativity</p> <p>Quick-win (short & sweet)</p> <p>Variety</p> <p>Change</p> <p>Non-negotiables</p> <p>S/term goals (versus instructions)</p> <p>A plan/strategy (to know where to start)</p> <p>To stand out</p> <p>A "cause"</p>	<p>Rules ("Have-to's")</p> <p>Agendas</p> <p>Email scroll bars</p> <p>Predictability</p> <p>"I told you so..."</p> <p>Repetition</p> <p>Things dragging on</p>	<p>Getting things done</p> <p>Pioneering</p> <p>Catalyst</p> <p>Experimentation</p> <p>Lateral thinking</p> <p>Innovation</p> <p>Flexibility</p> <p>Spontaneity</p> <p>Customizing → people feel special</p> <p>See the exceptions</p> <p>Dealing with change</p> <p>Approachable</p>	<p>Easily distracted (ADD)</p> <p>Bored quickly</p> <p>Defiant</p> <p>Intention versus execution</p> <p>→ Lack of accountability</p> <p>Under-scoping (3x) → burnout</p> <p>Deep org alignment</p> <p>Inefficient (duplication & unfinished)</p> <p>Lack of appreciation (of effort)</p> <p>Inconsistency → credibility</p> <p>Not closing the loop (with others)</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>Spontaneous</p> <p>Flexible</p> <p>Inconsistent</p> <p>Lacking accountability</p> <p>Inconsiderate</p> <p>Reckless</p>	<p>The "C" word:</p> <p>Commitment</p> <p>Tenacity</p> <p>Lack of memory = didn't care enough or wasn't present</p>	<p>Very little (as out of sight = out of mind)</p> <p>Forgetting things</p> <p>Red tape</p> <p>Trapped or constrained (no options)</p> <p>"This is the way we've always done it..."</p> <p>Delays</p>	<p>Find the "1 thing" that's easy to action (that then makes everything else happen)?</p> <p>Hound them</p> <p>Do it now or die</p> <p>Chunk it up (short burst)</p> <p>One line responses</p> <p>Get clear on the non-negotiables</p> <p>"This will only take a ..."</p>	<p>WB: willingness to experiment → innovation, results (can look like lack of fear)</p> <p>BB: knowing/doing the 1 thing that provokes transformational change (to a point of no return)</p>	

What shows up when you do?

Spontaneity, innovation, confidence, action, multi-tasking