

	Traits	What you need to motivate yourself?	What demotivates you	Natural strengths	Vulnerabilities
	All or nothing; 0 – 100 “Horizontal” mindset – sees everyone & everything as equal; Needs to react; Accept and move on; Natural Collaborator; Not one to “fight” for things, debate, or justify – needs things to be more straight-forward.	Something to react to (versus thinking it through); Absolute total trust from the get-go;	Negative comparisons; Interrogations; Written confirmations; Making choices; Criticism; Details and examples Being asked to determine THE thing!	See things on their own merits – not constrained by fairness, reasonableness, or past experiences; Sense of knowing; Collaboration; Team player; Cross-functional team leadership; Amplification.	Overwhelmed by seeing everything as equal priority; Lack of depth/questioning; Lose posture when interrogated.
How other (really) perceive you at times	<b>Self doubt</b> – 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?  <b>BE IN AWE!!</b>	<b>Stories...</b>
Empathetic; Encouraging & supportive; Accepting; Superficial; Naïve – too trusting;	Superficial – success feels like a ‘fluke’ versus the result of a process or justifiable.	Overwhelm from clashing priorities and/or complexity; Absorbing others emotions, pain, stress!	Collaborate! Trust your ‘knowing’; Set expectations with others for handling detail.	<b>WB:</b> Equalizer: leveraging diversity in a way where everyone feels equally valued and accepted  <b>BB:</b> Genuine empathy: visceral empathy versus the cerebral empathy of Verifiers).	

<b>What shows up when you do?</b>	Equality. Acceptance. Empathy.
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