

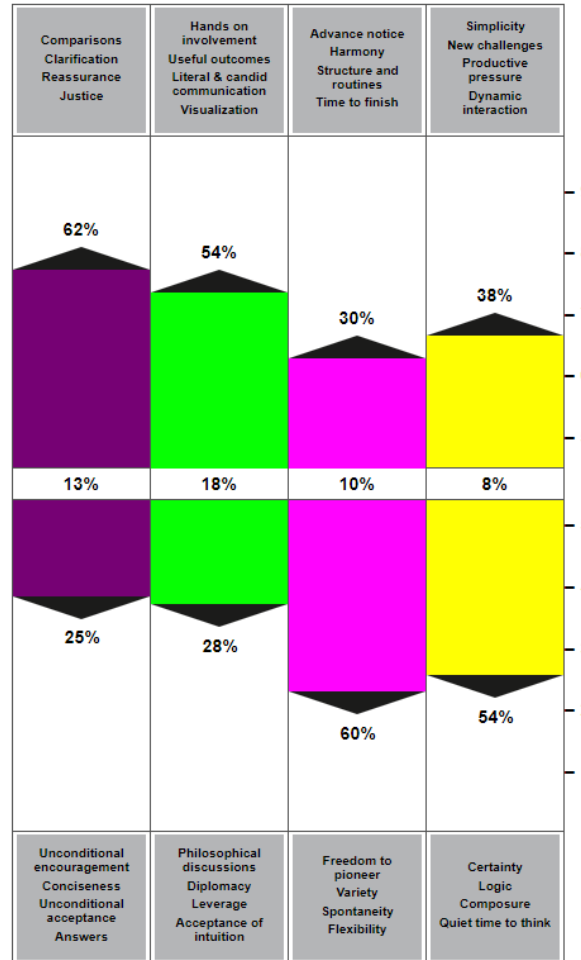
Leveraging *Instinctive Drives*® to collaborate effectively with others

...when working from home (virtually)

People at their ^{natural} best

Presented by:
Paul Burgess
Founder & CEO
InstinctiveDrives Inc.

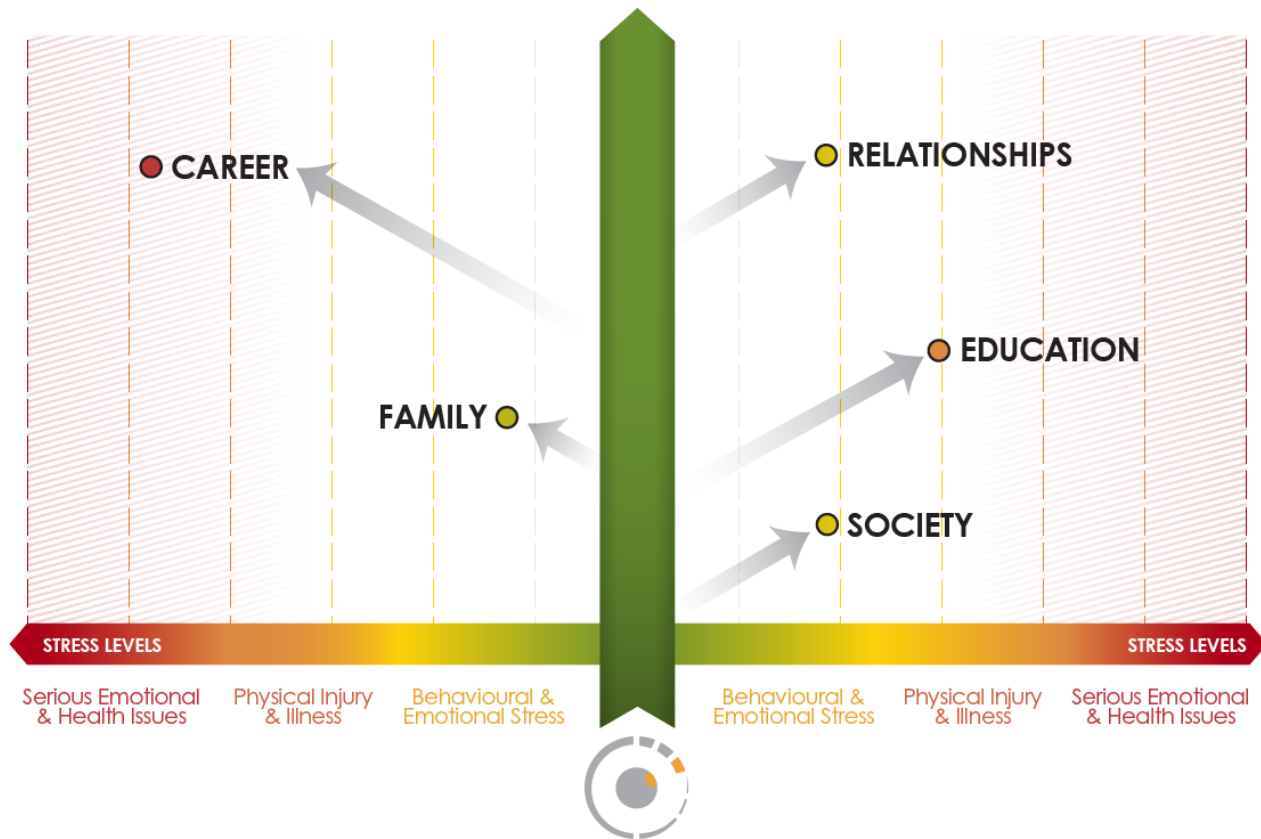
This group's I.D. Team Culture



Peak Performance Indicator™ - Where are you?

IN STRIDE WITH I.D.™

Peak Performance, Fulfillment, Achievement, Self-Esteem,
Self-Confidence, Great Health and Energy



Peak Performance Indicator™ - Where are you?

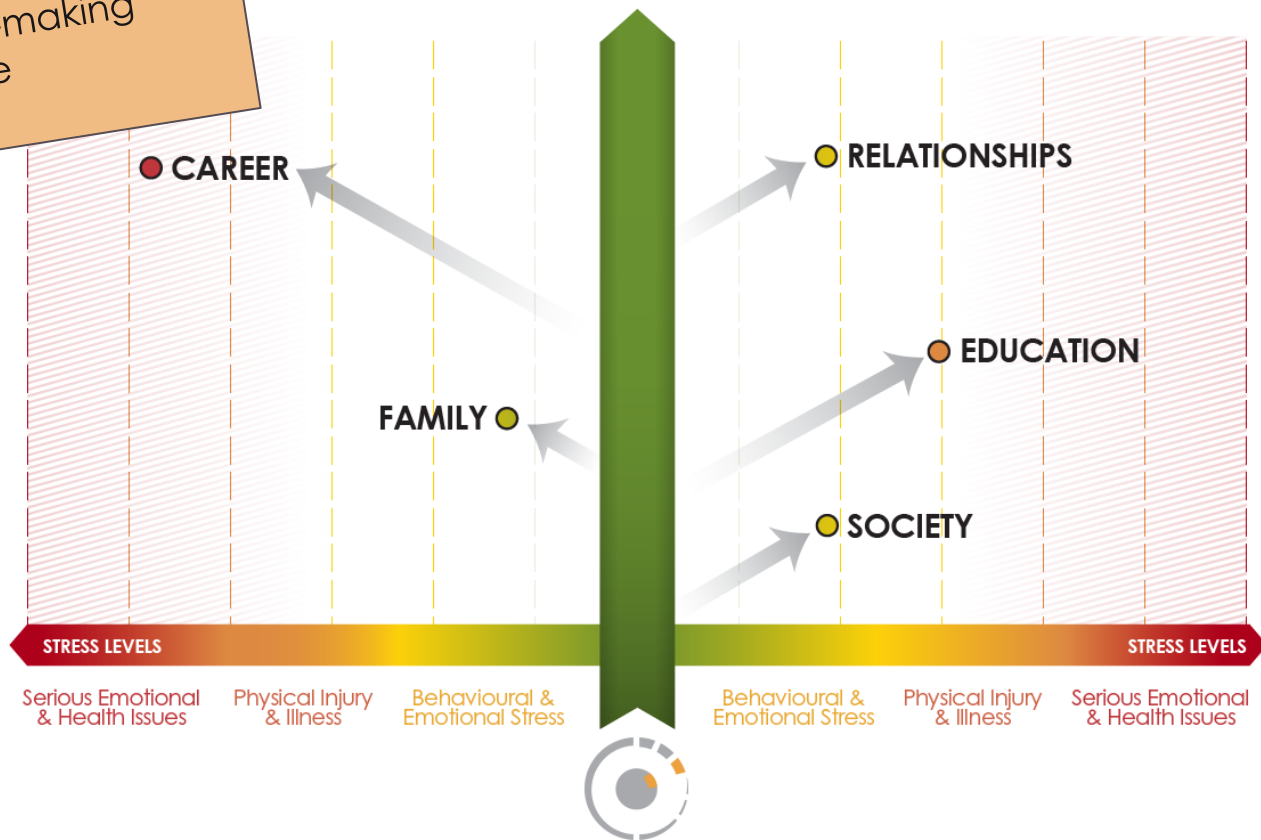
Effective leadership:

- Personal motivation
- Sustainability
- Decision-making
- Influence
- Shadow

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IN STRIDE WITH I.D.™

Peak Performance, Fulfillment, Achievement, Self-Esteem,
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Q&A

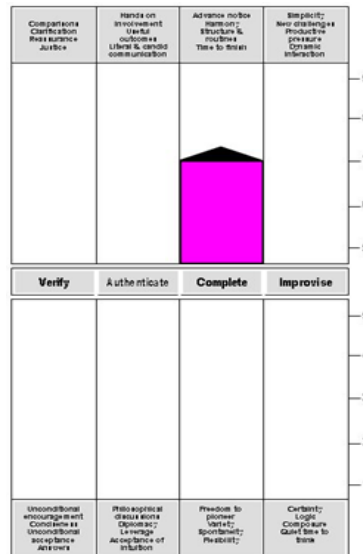
Q: *“When working virtually with someone who you know is a very opposite I.D. from you, and that person isn’t on video (so all non-verbal cues are gone, no way to read facial expressions), what is a good way to “check in” with yourself to ensure you’re shaping what you’re saying in a way that’s resonating with the person not on video”?*



Use Complete

If **YOU** are driven to **USE Complete**

- If your ideas or concerns seem contrary to others - still speak up: provide your perspective on how you see things 'playing out'.
- Remind others of prior agreements and decisions to help them stay aligned. Teams get misaligned rapidly when working virtually.
- Effort isn't as visible, so you can easily feel unappreciated when working virtually. Plus, "out of sight= out of mind". Keep them informed of your effort as well as the outcome.
- Call it when cut off/interrupted before you're able to finish - including by flagging with the facilitator in chat.



If working **WITH** someone driven to **USE Complete**

- Assume you're ALWAYS interrupting them - acknowledge this as you start your meeting/conversation.
- When messaging ask them if they can chat or 'when they have a minute' versus bombard them when they're in the middle of something – ADVANCE NOTICE!
- Finish on time – they'll always have the next thing scheduled – to start when this one finishes!
- Proactively and regularly keep them informed of changes to the 'plan' that may not be so obvious when working virtually.
- Be explicit on what you need them to STOP doing.

Use Improvise

If **YOU** are driven to **USE Improvise**

- Keep a 'positivity list' to capture all the wins to share in meetings.
- Avoid dominating a meeting and being 'overly interactive' by asking questions inviting others to speak. Focus on 'up-levelling' others by your presence versus impressing them with your ideas..

Comparative Clarification Real substance Justification	Hands on involvement Useful Lateral & candid communication	Advance no box Team only Structure & Routine Time to finish	Simplicity: New strategies Productive Structure Dynamic Interaction
			9 8 7 6 5
			5 4 3 2 1
Verify	Authenticate	Complete	Improvise
Unconditional encouragement Confidence as unconditional acceptance awareness	Philosophical discussion Openness Leverage Acceptance of situation	Freedom to Succeed Spontaneous Flexibility	Certainty Logic Compromise Quick time to finish

If working **WITH** someone driven to **USE Improvise**

- Smile, be upbeat and optimistic, a source of positive energy, ideas/positivity/value.
- Be quick to get them talking and interacting, e.g., invite them to present – as this will engage them.
- Interact often to build energy and urgency.

Q & A

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A: You: Be in-stride; be authentic; speak from the heart; assume positive intent.



Q & A

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A: You: Be in-stride; be authentic; speak from the heart; assume positive intent.

Other Strategies:

- Listen for their authenticity (emotional, energized responses) → the more they’re striving, the more they’re likely representing their I.D.
- Ask questions. And are they asking questions?
- Ask what they “need”?
- Listen for cues: Does it lead to action? Do they have a light-bulb moment?