

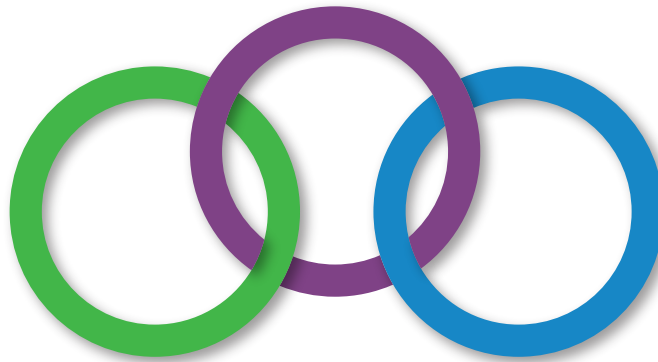
PERSONAL VIBE



Vibe is the uncanny, invisible energy that emerges from the combination of:

Clarity, Competency and Chemistry

Leading to noteworthy results!



CLARITY

Where are we headed
and what are our priorities?

CHEMISTRY

The Multiplier or Divider

How well do we connect,
communicate and collaborate?

COMPETENCY

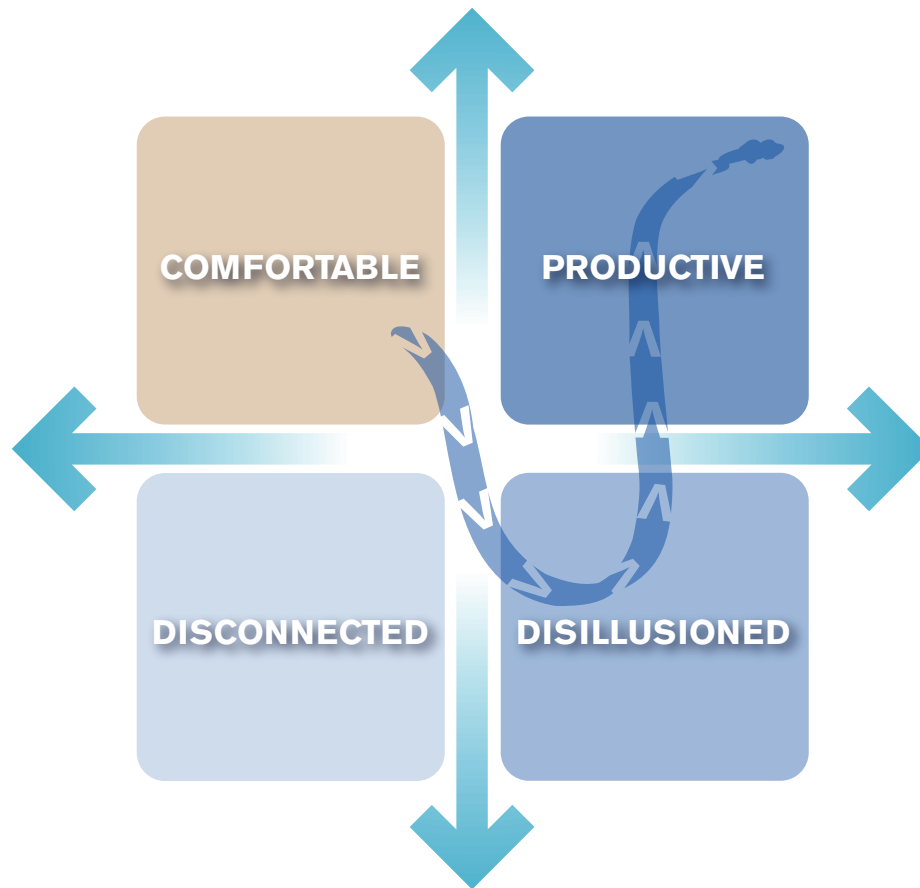
How well trained are we,
and do we deliver services
as promised?



Vibe tends to "trickle down" from the top
starting with the leader.

Personal Vibe is the basis of what makes up organizational vibe. The culture
of any organization or group of people is built one person and one relationship at a time.

QUADRANT of CHANGE



THE "J" CURVE

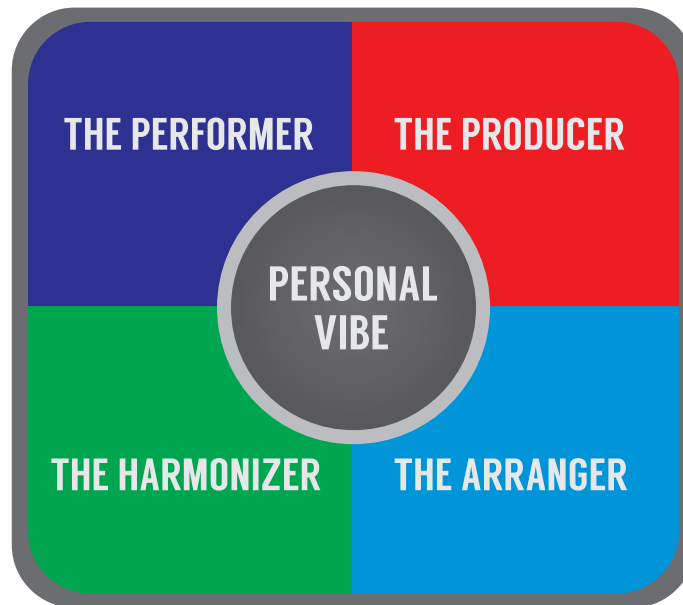
CHANGE DOESN'T WORK LIKE THIS

- People do not move from Comfortable to Productive
- People do not move from Disconnected to Productive

CHANGE WORKS LIKE THIS

- For change to be permanent, one must go thru the Box of Disillusionment.
_____ is needed.
- The difference between being in the Box of Disconnected and the Box of Disillusionment is _____.

THE FOUR PERSONALITY STYLES



PERSONALITY THEORY COMPARISON CHART

The chart below represents the names for the Personality Styles as they compare to our model and descriptions:

THE PERFORMER

Social Style: "Expressive"
DiSC: "Influence"
Galen: "Sanguine"
Smalley & Trent: "Otter"

THE PRODUCER

Social Styles: "Driver"
DiSC: "Dominant"
Galen: "Choleric"
Smalley & Trent: "Lion"

THE HARMONIZER

Social Styles: "Amiable"
DiSC: "Steadiness"
Galen: "Phlegmatic"
Smalley & Trent: "Golden Retriever"

THE ARRANGER

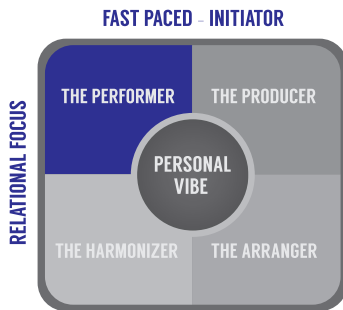
Social Styles: "Analytical"
DiSC: "Conscientiousness"
Galen: "Melancholy"
Smalley & Trent: "Beaver"

PERSONALITY STYLE IDENTIFICATION CLUES



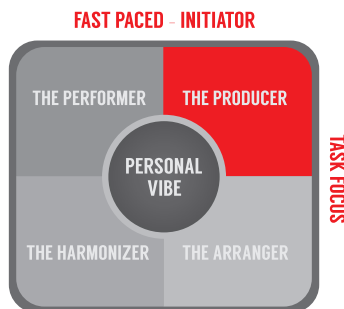
THE PERFORMER *tends to:*

1. Be loud with open _____.
2. Dress in _____ colors.
3. Be cheerful and _____.
4. Tell stories!
5. Have a good sense of _____.
6. Use _____
_____ (even as adults).



THE PRODUCER *tends to:*

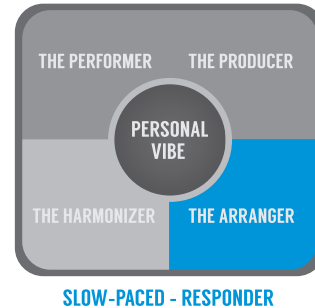
1. _____ or put their hands on their _____.
2. Be bold and _____.
3. Be _____ - Oriented.
4. Wear _____ color clothing.
5. Be _____ (of everyone and everything that they do)!
6. Exude confidence.



PERSONALITY STYLE IDENTIFICATION CLUES

THE ARRANGER *tends to:*

1. Be _____ and thoughtful.
2. Be serious and _____.
3. Possess an orderly way to approach everything.
4. Be _____
(hair and dress alike)
5. Possess _____ tendencies.
6. Be _____ - Prone.

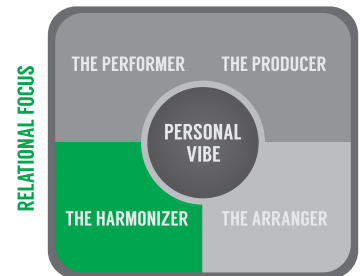


TASK FOCUS



THE HARMONIZER *tends to:*

1. Harmonizers tend to: _____.
2. Be warm and _____.
3. _____ and peaceful.
4. Like _____ clothes.
5. Like rest and _____.
6. Be soft spoken and shy.



RELATIONAL FOCUS



STRENGTHS & WEAKNESSES

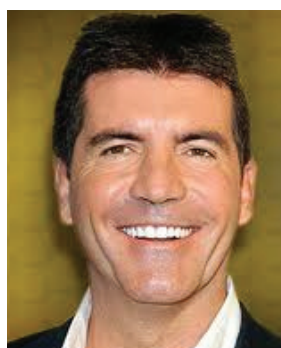
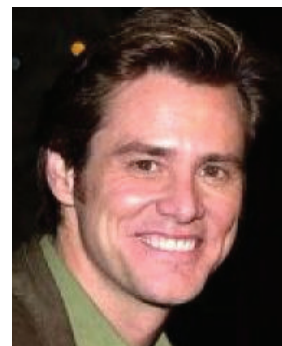
THE PERFORMER

Strengths (Maturity) include:

1. They are fun, _____ and entertaining.
2. They are naturally _____.
3. They make _____ EASILY!

Weaknesses (Need for Maturity) include:

1. They are messy and _____.
2. They _____ need attention.
3. They tend to be an organization's Drama _____ and Papas!



THE PRODUCER

Strengths (Maturity) include:

1. They are natural _____.
2. They get things _____!
3. They are decisive and easy to _____.
4. They are _____.

Weaknesses (Need for Maturity) include:

1. They are overly _____ & demanding.
2. They are _____.
3. They can be _____.



STRENGTHS & WEAKNESSES

THE ARRANGER

Strengths (Maturity) include:

1. They possess strong _____ skills.
2. They are detail oriented with a commitment to _____.
3. They are _____.
4. They are artistic.

Weaknesses (Need for Maturity) include:

1. They tend to be _____.
2. They can be _____ sensitive.
3. They can be _____.
4. They can tend towards being moody & _____.



THE HARMONIZER

Strengths (Maturity) include:

1. They are the _____.
2. They are non-confrontational.
3. They are nice and _____.
4. They are pleasant and _____.

Weaknesses (Need for Maturity) include:

1. They get _____ easily run over.
2. They tend to be non-_____ to decisions.
3. They are the most _____ - _____ of the Personality Styles.



HOW TO FEED A SOUL



THE PERFORMER *is driven by the need for:*

1. _____,
_____ & _____.
2. The Inspiration word of a Performer is _____.



THE PRODUCER *is driven by the need for:*

1. _____,
_____ & _____.
2. The Inspiration word of a Producer is _____.



THE ARRANGER *is driven by the need for:*

1. _____,
_____ & _____.
2. The Inspiration word of an Arranger is _____.



THE HARMONIZER *is driven by the need for:*

1. _____,
_____ & _____.
2. The Inspiration word of a Harmonizer is _____.

HOW TO MAKE IT WORK: BEING VERSATILE

