

CULTURE WORKSHEET

PRESENTED BY

**Managing
People at Work**

This sheet is a start on identifying what your team wants to stand for to the people it serves. You can use this list (and other appropriate words you want to add) and ask participants to circle THREE words only. Questions you can use:

1. Circle 3 words that most reflect what our group “stands for” to the people we serve. (or what we “stand for” as a team)
2. Circle 3 words that you believe most reflect what our clients (internal or external) would circle if asked what we “stand for”.
3. Circle 3 words that you would like our clients to circle in describing us.

Accessible	Drab	Incompetent	Revolutionary
Active	Driven	Intelligent	Scattered
Adventurous	Dynamic	Intimate	Sensible
Affluent	Elegant	Intriguing	Simple
Aggressive	Elite	Lavish	Slow
Approachable	Emotional	Liberal	Sophisticated
Authentic	Enduring	Mature	Splashy
Bold	Enthusiastic	Off-beat	Strategic
Boring	Entrepreneurial	Out-of-touch	Stylish
Casual	Exclusive	Passionate	Tactical
Cheap	Flighty	Peaceful	Targeted
Classy	Focused	Personable	Trustworthy
Colorful	Friendly	Practical	Understanding
Complex	Frugal	Prestigious	Understated
Confident	Fun	Professional	Unexpected
Confused	Hip	Protective	Unfocused
Conservative	Holistic	Proud	Unprofessional
Cool	Holy	Quiet	Visionary
Cutting-Edge	Honest	Rare	Winning
Dominating	Imbalanced	Responsive	Wise

Add any words you wish to this list.

COMMUNICATION STYLES

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This is a quick reference to use when dealing with different styles.

	DIRECTOR Extroverted, Task-Oriented	SOCIALIZER Extroverted, People-Oriented	RELATER Introverted, People-Oriented	THINKER Introverted, Task-Oriented
Measures Personal Value By	Results	Applause	Attention	Activity
For Growth, Needs to	Listen	Check	Reach	Decide
Let Them Save	Time	Effort	Relationships	Face
Needs Climate That	Allows them to Build Own Structure	Inspires them to Their Goals	Suggests	Provides Details
Take Time to be	Efficient	Stimulating	Agreeable	Accurate
Support Their	Conclusions & Actions	Dreams & Intuitions	Relationships & Feelings	Principles & Thinking
Give Benefits That Answer	What?	Who?	How?	Why?
For Decisions, Give Them	Options & Probabilities	Testimony & Incentives	Guarantees & Assurances	Evidence & Service
Specialty	Control	Social	Supportive	Technical
Back-up Style	Autocratic	Attacker	Acquiescer	Avoider

BETTER COMMUNICATION, BETTER COMMITMENT

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