**Fascinate Advantage Deep Dive**

In your small group assign a:

**Scribe:** Open Google Doc to capture your group’s notes

**Timekeeper:** You have 25 mins to complete this activity (spend 12 mins on each Advantage)

**Speaker:** Present your outcomes to the overall group

**Support Material:** Participant Workbook:

                 –        Primary Advantages: Page 11-17

                 –        How Advantages Sell & Collaborate: Page 27

                 –        How Advantages Take Action : Page 28

**Advantage Deep Dive**

1.              What are key characteristics and value of this Advantage?

2.              How does this Advantage drive us crazy?

3.              Why do we need them?

4.              Solve this Challenge: Design, Sales, Customer Service, everyone is so busy with their own projects they stop paying attention to other departments. Routines become set; silos develop. But you’re on the verge of cementing a big sales deal with HardCell Manufacturing and you need to have everyone in your company working together.

A.           Using your Fascinate Advantage, how can you increase collaboration among departments and insure the HardCell deal is sealed?

**Group 1: Guido, Janelle, Michael**

Passion & Mystique

1.              What are key characteristics and value of this Advantage?

**Passion**: How to work together, going out somewhere, making emotional connection. Warm, emotional, being expressive, nurturing, drama, not logical,

**Mystique**: Calm, despise waste, being efficient, get to the point, purposeful,

2.              How does this Advantage drive us crazy?

**Passion**: Drama, not logical, too sensitive, overbearing, controlling, overly emotional,

**Mystique**: Dry, hard to read unemotional, intolerant,

3.              Why do we need them?

**Passion**: They are people people, understand people's feelings and ideas, make good connections, bring well being.

**Mystique**: Bring focus, get back into line, communicate factually,

4.              Solve this Challenge: Design, Sales, Customer Service, everyone is so busy with their own projects they stop paying attention to other departments. Routines become set; silos develop. But you’re on the verge of cementing a big sales deal with HardCell Manufacturing and you need to have everyone in your company working together.

**Passion**: Work as a team, bring people together, have a sense of discord, include everybody,

**Mystique:**

**Group 2: Robyn, Tine, Tony**

Prestige & Trust & Innovation

Q1: What are key characteristics and value of this Advantage?

**Innovation:** creativity, entrepreneuriel, visionary, out of the box ideas

**Trust:** Stable , dependable, familiar

**Prestige:** high standards, detail-oriented and results driven

Q2:How does this Advantage drive us crazy?

**Innovation:** too many ideas, focused on their ideas and leave people behind, not sensitive to bringing others up to speed, good ideas, can’t implement

**Trust**: same old, same old, because they value routine may come across boring

**Prestige:** Never satisfied, will only accept 100% when others with settle for 80/20, can come across arrogant, my ideas are best.

Q3-Why do we need them?

**Innovation:** challenge status quo, winning ideas, big picture thinking, nothing impossible, pushes through team blocks

**Trust:** consistency, eye on creating stability, rooted in keeping team out of trouble

**Prestige:** Because they drive the team to excellence, would show examples of winning ideas

Q4

Solve this Challenge: Design, Sales, Customer Service, everyone is so busy with their own projects they stop paying attention to other departments. Routines become set; silos develop. But you’re on the verge of cementing a big sales deal with HardCell Manufacturing and you need to have everyone in your company working together.

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**Innovation**: very visionary, can paint a big picture of what is needed and how to get there.

**Trust:** would add value by consistently delivering. Reminds team of what has worked before. They have their eye on protecting the organization and gain trust and people can rely on them.

**Prestige**: They don’t give up easily and they sell their own ideas

**Group 3: Ellen, Gagan,**

Power & Alert

What are key characteristics and value of this Advantage?

Power = confident, goal-oriented, decisive, good leaders, problem solvers, aura of success, driven

**Alert = create swift action, detail-oriented, risk averse, strong willed, determined, proactive, organized**

How does this Advantage drive us crazy?

Power = overbearing, aggressive with approach, too direct, authoritative, dominating/forceful

**Alert = slow people down because they are risk averse, conservative, inflexible, not spontaneous**

Why do we need them?

Power = For direction, keep team on track, results-oriented, tackle big goals, motivators, action oriented, good leaders, role models

**Alert = Keep team on task, no mistakes, details are captured, help us look better, keep us organized, “go to” people**

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Power =

Collaborate: be a driver of influence, provide a compelling vision and agenda for team to follow, lead brainstorming sessions, listen to team’s advice, focus on goal at hand

Sell/Close: exude confidence, unwavering conviction, ready to confront any potential questions/objections posed by customer. Focused on key benefits of solution. Use previous success to inspire customer to take action.

Alert =

Collaborate: proactive, maintain order, build intricate plans (details), identifies pitfalls, keep team on time and budget

Sell/Close: dot all the i’s and cross all the t’s