**Fascinate Advantage Deep Dive**

In your small group assign a:

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

Timekeeper: You have 15mins to complete this activity

Speaker: Present your outcomes to the overall group

**Support Material:**

Participant Workbook: Page 7- 10 (capture your personal notes)

Resources and References Handbook:

                 –        Primary Advantages: Page 11-17

                 –        How Advantages Sell & Collaborate: Page 26

                 –        How Advantages Take Action : Page 27

                 –        How Advantages Team with others: Page 28-34

**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?

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: Amber + Dorian**

Passion & Mystique

Q1

Passion - Relationship language. Inspire team to see the opportunity in emotionally engaging. See points of emotional connection with others

Mystique- Stay calm and Show the pattern of silos to others without judgment & Listen to different views

Q2.

Passion - can feel overwhelming to others. It can instill insecurity in others re emotional connections. Overshared. Overindulgent

Mystique - Judgmental appearance. Detachment and over-analyzing. Being overly logical

Q3.

Passion - takes into consideration all types of emotions, learning style, range of differences. Empathic capacity. People feel that you care about their emotions, concerns, issues. Bring warmth. Would take needs of each department into consideration in bigger picture. If apathy is setting in, passion person can rekindle the fire.

Mystique - What do we all share. And shared goal that is as an elegant solution. Soothing presence. Build bridges. Commitment to lasting solutions. Wisdom.

**Group 2: Toi, Tara and Melissa**

Prestige & Trust & Innovation

**Prestige:**

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

* Language of Excellence
* Ambitious, Results-Oriented, Respected
* People recognize you as an achiever & expert

2.              How does this Advantage drive us crazy?

-    When being too much of an expert, can come across as an arrogant or superior

3.              Why do we need them?

-    We need their high standards pushing us to the next level

-    Persistently motivating the team to stick with it

**Trust:**

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

-    Stable, dependable, reviews carefully

-    Values routine, radiates sincerity and trust

-    In a stressful and confusing world, they influence decision making because you’re  dependable

2.              How does this Advantage drive us crazy?

-    Become unmoveable, predictable

3.              Why do we need them?

-    Stable, dependable, can be the loyal team member

**Group 3: Andrea and Gail**

Power & Alert

**Power**

**Advantage Deep Dive**

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

* Speaks with confidence - confident posture
* Leads by taking initiative and tend to lead others
* Goal oriented

2.              How does this Advantage drive us crazy?

* Arrogant
* Seems like it’s above the rest “superior”
* Cold and exacting in communication

3.              Why do we need them?

* The world needs leaders and people who take initiative

**Alert**

**Advantage Deep Dive**

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

* Data-driven
* Exacting and get into the details
* Time awareness
* Responsibility

2.              How does this Advantage drive us crazy?

* Can get into analysis paralysis
* Too many “what if’s”

3.              Why do we need them?

* Help us stay on time and on task - organized
* Help us make sure we take care of the details - or they take care of the details for us