**Double Trouble Discussion**

Which DT Archetype do you identify with most?

Sue TK--Passion--Theatrical and too sensitive.

Holly - Mystique

Linda - Mysitique - more interverted

Power - Dominant

Caryn - Power

Vicki - The Drama

Wendy-The agresser, the drama-just shut down

Lisa - The Anarchy

Victor - The Aggressor

Kelly - Drama - too sensitive

Yolanda - the Deadbolt

Stephanie - The Drama

Sarka - Anarchy (Innovation + Innovation)

Zusuff - The Control Freak (Alert + Alert)

**What situations or circumstances ‘activate’ your Double Trouble?**

Carol - Too much

Holly - situations that the whole point is socialization

Caryn - Feeling out of my comfort zone and under pressure - not having enough time to prepare

Zusuff - When insufficient information being provided/answered especially on key pain points

Stephane - too much passion and not able to get my point across not able to verbally communicate it quick enough

Sue TK--Anything that causes me to become overly dramatic. It might be something relating to education--or politics. Especially when others start categorizing everyone as one thing or another--example: all people on welfare are taking advantage of the system.

Lisa - Feeling unprepared for a situation and then insecurity sets in, worry over letting others down.

Linda - trigger would be too much work and deadline challenges (Prestige)

Victor - Feeling lost, chaos or disorder

VIcki - fatigue. Always.

Kelly - when I’m overwhelmed or tired

Yolanda - feeling feeling discounted, unappreciated, not being heard

**What’s the impact to you? To others?**

Caryn - I get irritated and lose interest

Sue TK--can visually see people turning off--either they appear uncomfortable because I’ve started crying or they discount what I am saying.

Linda -

Vicki - work myself up because I hate drama

Victor - I lose my flow or feel I’m not present

Yolanda - to her, shuts her mouth, to others - they would notice when quiet

Kelly - me, feelings hurt too easy, to others - they would feel uncomfortable or bad

Stephanie - feel like people turn me off and not listening to me anymore after I start loosing it.

Holly - I withdraw into my phone

**How do you get yourself out of Double Trouble?**

Holly - I get out of it best when I can just start asking questions (like a good Mystique person)

Caryn - Take a break to regroup and then revisit the situation

Sue TK--attempt to stay in control. Catch myself when I start to sound too dramatic or to make fun of myself to break the mood and go back to a lighter frame.

Victor - take a break, breather and/or ask for input.

Vicki -

Stephanie - good question...try to catch it before and flee!

Yolanda - overcome feelings, can get back o

Zusuff - Set the context before asking questions, get feedback on my script with someone with a high passion trait.

**Fascinate Advantage Deep Dive**

In your small group assign a:

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

Timekeeper: You have 20 mins to complete this activity

Speaker: Present your outcomes to the overall group

**Support Material:** Participant Workbook:

– Primary Advantages: Page 11-17

– How Advantages Sell & Collaborate: Page 28

– How Advantages Take Action : Page 29

**Advantage Deep Dive**

Innovation: Lisa, Tammy & Steve

Mystique: Linda, Terri, Holly

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

Mystique: Astute in observing, listening. Hallmark of this profile is assessing a room & situation, esp when there is potential conflict - we are actively observing what’s going on and thinking before contributing. There is gravitas to a Mystique’s contribution because we have thought through what we are going to say. No one in the room is going to be listening and observing at the same level as a Mystique. These qualities make us good coaches - we bring presence while looking for what’s missing from the conversation.

Innovation: Creative, Innovative, Visionary, Entrepreneurial, Forward Thinking, People watch us for what we’ll do next. Unconventional, Curious, Unorthodox

2. How does this Advantage drive **others** crazy?

Innovation: Get crazy when one has to fill in the blanks for others and has to catch them up because we’ve jumped ahead. Get crazy when what I’m doing or saying makes perfect sense to me but others think I’m crazy. Send an idea to someone and they’ve worked diligently to address the idea and then you’ve moved on to the next idea.

Others receive our ideas as unorthodox.

Mystique: We are often not listened to because we are not first, or we think about the thing for too long and the group has moved on - it’s hard to strike when the iron is hot because of the tendency to think and be certain. We can hold back so much that others do not know where they stand with us - we can be difficult to read. It can harm trust in relationships. We are not given enough time to discern what we think or feel - and others may push for an immediate decision without our input.

3. Why do we need them?

Innovation: “You lot would all still be living in caves if we weren’t here.”

Brings a different perspective to the situation, sees things differently.

Brings a novel or new insights into situation or program for the betterment and/or improvement.

Mystique: WE see things in multifaceted, nuanced ways. We see what isn’t presented, we see what isn’t said. We hear the whole story. We distill all of that into a thoughtful communication. When we communicate, we do so clearly because we are not speaking off the cuff - this adds weight to our communications. We bring insight with weight - but it can seem out of the blue. Especially around Innovation and Passion, they miss things because of the emotion and speed of ideas - we can wrap up with debrief after the meeting.

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?

Innovation: Restate the end goal/objective and then brainstorm a collective path to get there. Pose a “How might we….” statement. How might we work/collaborate together to be successful. Paint a vision of the future and corral everyone around it and a plan to achieve it. Brainstorm around how you might make this appeal to the other Advantage types.

**Group 1: ALERT**

**Group 2: INNOVATION**

Innovation: Lisa, Tammy & Steve

Q1.) Innovation: Creative, Innovative, Visionary, Entrepreneurial, Forward Thinking, People watch us for what we’ll do next. Unconventional, Curious, Unorthodox

Q2.) Innovation: “You lot would all still be living in caves if we weren’t here.”

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Q3) Innovation: “You lot would all still be living in caves if we weren’t here.”

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Brings a novel or new insights into situation or program for the betterment and/or improvement.

Q4) Solve this Challenge - Innovation: Restate the end goal/objective and then brainstorm a collective path to get there. Pose a “How might we….” statement. How might we work/collaborate together to be successful. Paint a vision of the future and corral everyone around it and a plan to achieve it. Brainstorm around how you might make this appeal to the other Advantage types.

**Group 3: MYSTIQUE**

Holly, Linda, Terri & Sancia

1. Knowing all these departments & what energizes them/what they are doing - I would become aware of what all of those agendas were by sitting down 1-1 with each department to learn how the project will benefit them - so I could get buy in.
2. Think of a “what’s in it for them” positioning - how something they’ve already delivered could benefit them.
3. Building consensus with informal conversations & meetings to get everyone on the same page. Asking questions of each person, each group - so we can understand where each group is coming from.
4. Working on a multi-layered approach of listening, formulating, working on multiple facets.

**Group 4: PASSION**

Vicki, Kelly, Steff, Susan

1. Strong, and immediate emotional, building (meaningful) relationships, we feel energized, ability to “read the room”

2. Come off as overly excited, taking over the floor because we’re happy to be engaged in conversations, humor isn’t received well all the time

3. Transparent, authentic, being blunt in a tactful way, infuse energy, brainstorm together, great relationships and trustworthy, people feel like they have been heard

4. Collaboration, Pull team together, Treating each other as friends, listen and allow people to say their piece, take the good parts of everyone and put it together, energize each other,

**Group 5: POWER**

**Victor, Caryn, Carol**

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

We push forward and get things done. Confront problems head on. Confident. Factual. We are authoritative, we take command, we set personal and professional goals. We like to lead as well are decisive. People listen to us. We are the go to ppeople and always have an opinion.

2. How does this Advantage drive others crazy? We set the “bar” to high as we expect people to meet us. Too overbearing. Don’t get down details. Strong willed. Self reliance, opinionated, disruptive, Impatient. See us as Dogmatic.

3. Why do we need them?

We get shit done and humorous. High energy brought to projects. Confidence, proactive, energetic and take projects right to the end. Find a way to make things happen. Lots of Tenacity. A leader who makes decisions and leads to achieve the best results imaginable.

Our Advantage takes action... (pg 29)

Set the goal, determine what is expected, create clear expectations, provide the WHY, and help them see the end results and work backwards. We have confidence in the project and product we are selling. Communicate why it’s important and why we need their collaboration from all as we all in this together. Communicate the end result and the importance of it because we can!! We take action.

We get involved and lead to have an end goal in mind and direct our energies and resources towards the end goal. We tend to engage others towards the action plan and monitor success.

**Group 6: PRESTIGE**

Members: Stacey, Wendy

Key characteristics: High standards, setting the bar, continuous improvement, excellence, competitive spirit, meticulous, conscientious with things deemed important, perceived as experts, strive to be best in their field, acclaimed

Drive others crazy: Accuse of perfectionism, others feel like “it’s never good enough,”, accuse of being elitist or snobby, can be intimidating, excellence is too expensive when “good enough” will do

Why needed: because we rock, because we set the standards and push to get better, increase perceived of products, very useful in branding and marketing, lends credibility due to expertise and reputation, build trust through attention to details and through delivering excellence

Challenge: Work with the team to up the ante and set a goal of wowing the client instead of just winning the business; reviewing the deal to make sure all needs are covered then issuing our expert on why this is the best solution for HardCell

**Group 7: TRUST**