**Breakout Activity 1: Double Trouble Discussion**

**Which DT Archetype do you identify with most?**

Lidia - Passion/Passion - might be overwhelmed by emotions

Vicki- Mystique

Darlene - Prestige - too much gives the feeling of overwhelming

Katja - Deadbolt (Mystique x2)

JeNae - Prestige wants the vision to be true to what she considered the best

Marc - Prestige imperial

Michelle - innnovation/anarchy - desire to communicate all of the ideas….actively goes to listening mode when she finds herself in this role...and actively solicits other people’s ideas

Carmen - mystique - deadbolt - checks out or not attentive when it happens; asks for peer/colleague to nudge/check-in if she can’t see it

Shairose Mystique - Deadbolt

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

Lidia - executive meetings, the only woman who’s seems more emotional.

Vicki- when working on a project; gets deep into detail analysis; balancing the analysis and still being a good family member and friend (still staying connected to people)

Darlene - meeting somebody, new people,

Katja - if people are promoting themselves and acting like they know so many things, but then they don’t. I feel overwhelmed. I move into judgement and am exploding on the inside! I want to yell at the other person (but I don’t). It touches my alue of listening

Shairose - when everybody talks too much to each other and there is lots going on (not focussed), or when they don’t listen to me or take my advice

Marc - when direction is not clear and people are confused, I’ll often jump in uninvited and ‘solve the problem’ but it can become ‘marc’s way’ which isnt successful in a team...so I’ve learned to ask if they want me to jump in

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

Lidia - Impacts her credibility, person always lead by emotions. It impacts others by showing their own part of being in denial. Not looking at their own emotions, don’t want to show them.

Vicki- gets into such analysis so I’m not “in the room”

Darlene - makes me shut down, people feel intimidated,

Katja - people are curious about what I am thinking because I appear so cold.

Shairose: Freezing, not engaging, locked.

Marc - double trouble carries challenges with success - as you have to counterbalance our effort

**What helps us get out of it?**

Katja - to breath and not show what I really think an come back to myself again

Shairose - Take a break to recentre

**Breakout Activity 2: 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**

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

2. How does this Advantage drive us crazy?

3.

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.

**Group 1: INNOVATION: JeNae + Shairose**

Characteristics:

* always have new and fresh ideas, able to see things from a different perspective that others can’t, creative, unorthodox in our approach, spontaneous, and change the game by pulling on a different skill “wells” (eg. change management + marketing, or change management + operational leadership expertise)

Value:

* Quickly and almost effortlessly come up with creative solutions
* Build credibility very quickly
* We are not change averse!!!

Passion - we don’t believe it will take as long to build relationships; sometimes we don’t really care about people who aren’t “key”

Power - maybe we clash due to command/power struggle? Even if their ideas are not innovative, it is THEIRS!

Prestige - sometimes we are OK with imperfection...so for some, we may drive them crazy because we are not being disciplined or systematic

Trust - we may seem reckless and flighty

Mystique - come across as pushy if not tempered; moving ahead too fast

Alert - we haven’t thought everything through - we are a compass...and they are the GPS!!!

ask them what has worked before, figure out what they like and bring people together; what technology or tool can bring them together (if they are remote from each other); This is a real scenario Shairose is dealing with right now...and my “innovative” solution was to get representatives from each area to come together and strategize and plan!

in order to grow, change is required; we fix problems in ways others may not have figured out

**Group 2: MYSTIQUE: Carmen and Michelle**

Key characteristics and value of this Advantage: Observant - cool - no theatrics or - assess full situation and individuals - hear what’s being said and able to collate information in ways that others might not be able to; assessment is independent and without judgement

How does this Advantage drive us crazy? They believe what I have to say has value but want my input early on - that’s not how I operate because I need to have full information before coming in with assessment - let everyone contribute - give confirmation of what’s being said and acknowledging people are being heard but don’t give opinion until all the info is in.

Drives us crazy: Michelle & Carmen: they believe what I have to say has value but want my input early on - that’s not how I operate because I need to have full information before coming in with assessment - let everyone contribute - give confirmation of what’s being said and acknowledging people are being heard but don’t give opinion until all the info is in.

Marc - Prestige - pursuit of commoditization. Adopt the 80/20 rule

Why do we need them? Mystique- Why do do they need us? The need us to get unbiased feeback, need to be heard, to sort out the noise to identify the real solutions; they’re looking to us for a more strategic approach/solution’

Inspiration, collaboration, encourage and empower others

**Solve the Chllange: Mystique: Get the Deal Done by the Fascinate Method! Using mystique’s advantage of listening and collating ideas and opinions to a more strategic approach will help “silos’ understand their unique strengths and how they contribute to the team and the company goal to seal the deal. Because we’re so careful and deliberate about what we say, it adds credibility - we can summarize what’s going on fairly quickly and present our findings in a manner that is highly understandable - people will often hear their language and input in our communication - they feel heard and part of the team, and therefore be more likely to come on side with the overall goal.**

**Group 3: PASSION: Vicki + Catalina**

1. Social, out of the box, energizing & creative, connect with others, create new ways of relationships
2. Makes others step back, and shut down
3. **Bring life and energy and become catalysts**
4. **Empower others that their departments carry an equally important part of the whole and to help others appreciate the value of that departments uniqueness.**

**Group 4: POWER: Cheryl + Hilda**

Power is confident, goal-oriented and decisive, ambitious focused and confident. Typically the leaders. Lead with command. Get projects done on time.

Power bossy, domineering, overly aggressive, overbearing, want it their way, don’t listen or want to follow other’s opinions, dogmatic.

Passion - engaging, social, dynamic and expressive, connect with emotion and warm relationship. Prestige respect, ambitious, results oriented and respected. Doing things to a higher level, better quality product. Earning respect with higher standards, Power is confident, goal-oriented and decisive, ambitious focused and confident. Typically the leaders. Lead with command. Get projects done on time.

Ones who will lead and get it done. Make decisions quickly. Take ownership and responsibility for the project.

Power - slow down and recognize that others have great insights that are valuable and we do not have all the answers. Passion - talking less and actively listen to others skills. Prestige needs to be less perfectionist balance high quality to practicality and convincing of what needed vs what should be provided. Innovation people need them for their ideas, but allow others to assess them and fine tune them to practice solutions that will win the client over. Trust to be open and willing to change. Not stuck in the old ways. Rely on them for the quality work that they give. Mystique observers and able step and see whether on track. Listen to their practice advice.Can facilitate discussion when restraint and calm is required. Alert they are our detailed people and will be the ones to make sure all the details to succeed are completed.

Drives us crazy: Passion over expressive, emotional at times, maybe dramatic and over sensitive, maybe take off the limelight, don’t give others a chance to express their thoughts. Prestige - perfectionist, air of superiority, arrogant, cold. Power bossy, domineering, overly aggressive, overbearing, want it their way, don’t listen or want to follow other’s opinions, dogmatic.

Why do we need them: Ones who will lead and get it done. Make decisions quickly. Take ownership and responsibility for the project.

Solve the challenge

Power - slow down and recognize that others have great insights that are valuable and we do not have all the answers. Passion - talking less and actively listen to others skills. Prestige needs to be less perfectionist balance high quality to practicality and convincing of what needed vs what should be provided. Innovation people need them for their ideas, but allow others to assess them and fine tune them to practice solutions that will win the client over. Trust to be open and willing to change. Not stuck in the old ways. Rely on them for the quality work that they give. Mystique observers and able step and see whether on track. Listen to their practice advice.Can facilitate discussion when restraint and calm is required. Alert they are our detailed people and will be the ones to make sure all the details to succeed are completed.

**Group 5: PRESTIGE: Marc + Darlene**

Marc - Prestige - the right or the best solution, how to meet the needs of the clients. True tangible value, with high standards. Do it the right way the first way. Leaving a legacy. Systems, programs or processes.

Darlene - Prestige - doesn’t like to repeat, do it right the first time. Looks for ways to make things better and more efficient

Drives Us Crazy

Darlene - Prestige - perfectionism can slow you down. Needs to be spot on.

Why do we need them

Marc - Prestige - because we need to have a standard set, otherwise why bother?

Darlene - Prestige - we need to find ways to be in excellence or we have nothing to strive for. No motivation. No one rising to the top.

Solve the challenge:

Marc - Prestige - get clear on the challenge or issue, everyone on the same page, how good it needs to be so we know the level of expectations. What are the existing ideas? Facilitate brainstorming, gain participation.

Darlene - Prestige - where we are now and where we want be. Where can we add value? Who’s impacted the most? Why it’s important and who’s involved with implementing the strategies. Brainstorm ideas to enhance the sale, have everyone on the same page.

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

Passion, energy, and collaboration with order,

Marc - Prestige - use what we talked about. Clarity, perspective. Aware of the other peoples advantages are and careful to watch the double trouble.

Darlene - Prestige - Have people focus on their primary advantages and offer assistance to enhance the sale and encourage teamwork. Overall creative collaboration. Find an incentive that everyone is working towards so everyone benefits.

**Group 6: TRUST: Katja + Lidia**

Characteristics:

Trust: warm, details, punctual, consistency builds loyalty.A long way to earn respect. Brings stability and calmness,longterm relationships. Credibility.

Trust: warm, details, punctual, consistency builds loyalty.A long way to earn respect.

Drives is Crazy

Lidia en Katja: trust: As trust we want to keep a promise. Sometimes it does not make sense to keeping the promise. But you do not want withdrawal. Also: We automatically take the role to stay calm in busy/heavy/ loud situations. It drives us sometimes crazy because it feels like we always have to be the “wise one”while we are not. It looks like we are boring or too serious.

Why do we need them:

Lidia and Katja: Trust. It is something to build your credibility on. People can rely on them and it is good for the colloboration. A safe environment.When you have trust it will give you freedom to within the borders. You do not have to tell people what to do. They use their own brains and do all their best.

Solve the Challenge

Lidia and Katja: the Trust uses their power of building relationships through dependability. They will give the feeling that everything will be all right. The support is there and the environment to give all the best. It is about the quality and not the quantity.