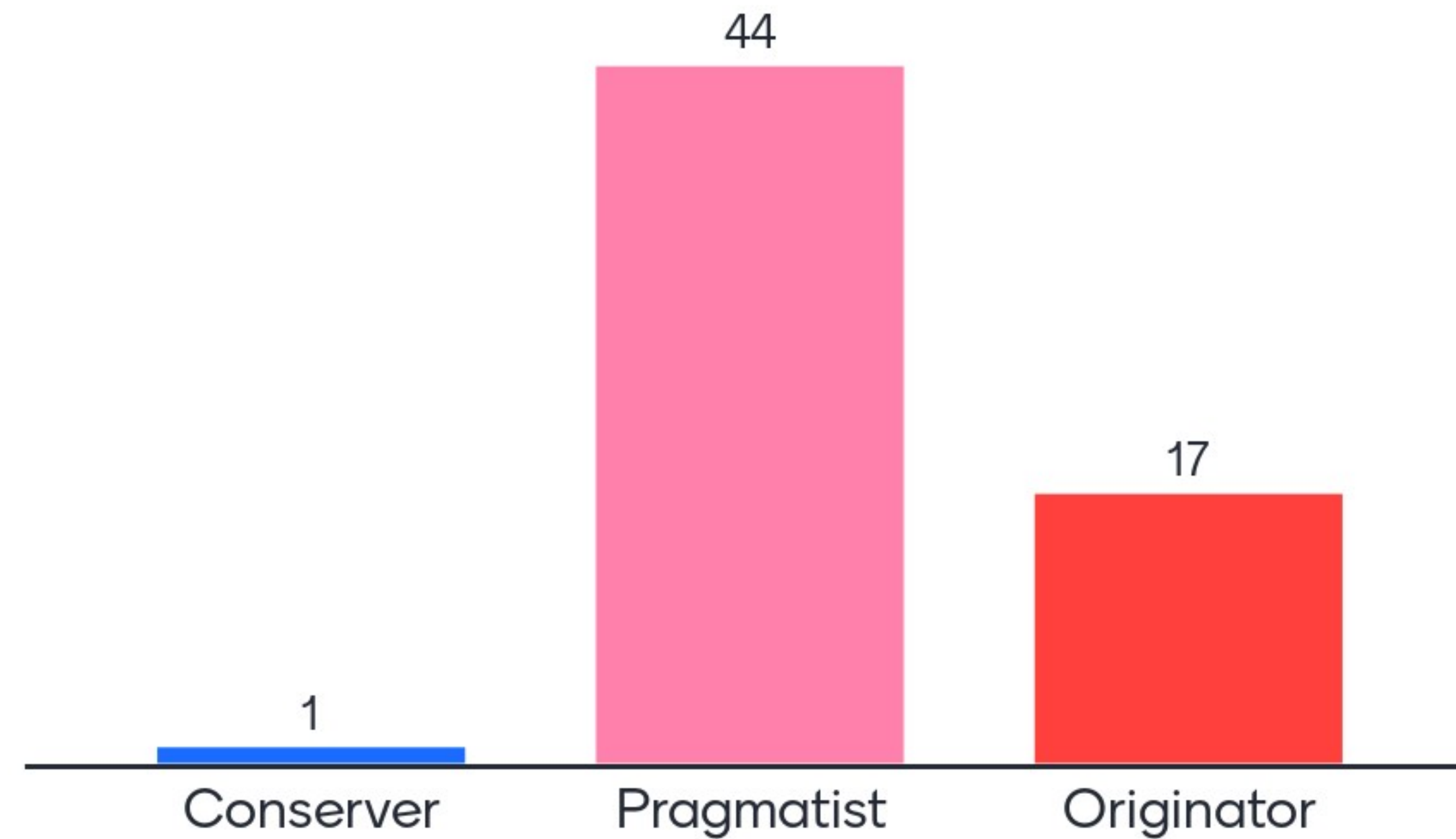


Where do you see yourself MOST on the continuum?



As a table, identify some effective approaches for dealing with each of the three styles.

29 Answers

Conservers could be seen as lazy "I don't want to change"
"Too much work"

Conservers - being respectful but continue conversation

Tap into historical data

Conserver- let them be part of the decision making if possible. Go slow. Bring them onside early

For conservers: make them a part of the process to help them understand the need for the change and to hear their ideas/concerns. Give them time to absorb the change.

Conserver - explain the benefits or positives of a change

Conservers appear resistant to change. Effective approach would be to explain the benefit of change and explain the "why".

Conservers: have answers/solutions ready for their possible questions beforehand

Pragmatist- decide on a process to get it done. Provide lots of information. Communicate the why and the how. Give the double sided argument



As a table, identify some effective approaches for dealing with each of the three styles.

29 Answers

Pragmatists are noncommittal and play both sides. An effective approach would be to roll out change gradually, "wade into the waters."

Show your evidence to support the change. (All 3). C - seeing the proposed change has worked in x number of other divisions. P - to sway them to commit. O - they need to show supporting evidence

Conservers- may appear non cooperative, they must be reassured of the process

Pragmatist: explain the whole process show that you thought of everything in detail

Conserved- provide details

Conservers- explain why the change is valuable and help them understand end goals

Pragmatist - provide options not open ended questions

Conserver-highlight concerns, give them tasks, share the why, gradual approach
Pragmatist-set deadlines and expectations
Originator- patient,

Pragmatist - clearly define goals and deadlines, provide a lot of structure in direction



As a table, identify some effective approaches for dealing with each of the three styles.

29 Answers

Originator - define non-negotiables

Originator - reminders that others may not be as far along or as on board with change & help them focus on the path to end result

Originator - help them understand the reasons for the history and to understand the impact of changing.

Originator- lots of brainstorming/ idea generation and then pick one to focus on. Decide on a phased approach so everyone is comfortable with the pace.

Originators- proceed in small pieces. Helps them process the large picture

Imposter syndrome

Originators are risk takers, but sometimes take risks that are too high based on their comfort level. An effective approach would be to talk to them, find common ground and carefully explain concerns.

Originators - perhaps to acknowledge the value of the new idea/direction and remind of the value of the historical method

A

As a table, identify some effective approaches for dealing with each of the three styles.

29 Answers

Aaa

Test