

Be Willing To Learn the **WHOLE** Story...

There Is NO Inherent Wisdom In Only

ONE Point of Reference!

The four year old is constantly curious and particularly brilliant at adapting their behavioural style to achieve the outcome they set out to achieve!

How prepared are you to adapt your behaviour to ensure a healthy relationship outcome... or do you suffer from waiting for everyone to adjust to you?

Healthy relationships need someone to go first. A person who IS prepared to make the effort to get along without compromising their own values or integrity!

It's obviously really easy when you meet people who are like you. People naturally like people that are like themselves. Basically if you meet someone who likes to think the way you do, you generally think that that they are alright!

The reality is that we have to live and work with people that will prefer to energise, take in information, arrive at decisions and live in the world differently to us and for all sorts of reasons.

The old adage suggests that we should treat people the way that we would want to be treated. That's an awesome start particularly at a values level and great if we meet people that are like us! One question remains! What do we do with the other 80% of people that are not like us?

Enjoy... use... and remember!

WARNING:

*A SINGLE CLUE IS NEVER ENOUGH... HUMANS ARE **COMPLEX!***

*WE ALL HAVE A **WHOLE BRAIN**... 97% OF US USUALLY WITH PREFERENCES!*

*WE MUST LOOK AND LISTEN FOR **MANY CLUES** TO GET AN UNDERSTANDING OF THE PERSON... EVEN THEN THAT'S JUST THE TIP OF THE ICEBERG!*

*THINKING STYLES ARE ONLY **ONE PART** OF THE EQUATION.*

*PEOPLE'S HISTORIES... VALUES... CURRENT ENVIRONMENTS...
MOTIVATIONS... ETC. **ALL INFLUENCE WHO WE ARE AND HOW WE THINK AND
ACT AROUND OTHERS.***

*THIS FOUR PART MAP CREATED BY NED HERRMANN IS AN **EXPLANATION** OF
HOW WE THINK.... IT SHOULD **NEVER** BE USED AS AN **EXCUSE!***

WE ARE A COALITION OF ALL FOUR TYPES

'Test the Theory'

- Defining goals and objectives
- Logically solving problems
- Efficiency, cost and data, proof of same
- Critical analysis and theory
- Working toward quantifiable outcomes

'Challenge the Status Quo'

- Strategising and visualising the future
- Risk taking and experimenting
- Combining and connecting concepts
- Brainstorming new ideas and solutions
- 'Big Picture' perspective

'Make This Happen?'

- Attention to detail and procedures
- Moving from point A to point B
- Task allocation, organisation and planning
- Follow-up and scheduling with timelines
- Making sure everything is in order and in control

'Be A Team'

- Mediating and facilitating
- Sharing, listening and expressing
- Collaborating and building relationships
- Intuitive sensing of underlying issues
- Being sensitive to other people's needs

Key Learning Points for Each Type

Expects

- Brief, clear & precise information
- Materials that are direct and to the point
- Well articulated ideas presented in a logical format
- Data and fact-based charts
- Technical accuracy
- Presentation in alignment with Corporate goals & objectives

Appreciates

- Critical Analysis
- A good debate
- Efforts to spend time wisely

Expects

- An overview
- A conceptual framework
- Frequent & spontaneous tasks
- Freedom to explore
- Idea chunks
- Visuals
- Metaphorical examples
- Long-term objectives
- Connection to the 'big picture'

Appreciates

- Initiative and imagination
- Connections to other approaches
- Newness and a 'fun' approach
- Minimal details

Expects

- Step-by-step unfolding of the topic
- A written schedule & action plan
- Thorough, timely and reliable follow through
- Consistency
- Alignment with well established procedures
- Assurance that this has been done before
- Explanation of how it will happen
- References and background information

Appreciates

- Very low risk
- A written communication before session
- Proof that the 'homework' has been thorough
- A scheduled appointment

Expects

- Empathy & consideration of their needs
- Involvement with others
- A good attitude & personal relationship
- Personal touch & informality
- Eye-to-eye contact
- References to people involved
- To know how others will react
- All to have equal consideration
- Their feelings to be respected

Appreciates

- The personal touch/sensitivity to feelings
- Group discussion and consensus
- A harmonious approach

Just for fun...

Recently a client had a mobile filing cabinet to give away as they no longer needed the unit. What follows is the response the manager sent out once a new home was found for the cabinet. Toni had just enjoyed an introduction to the colours and with permission we share her first ***whole brained*** letter to her team....

Hello again!!

Please be advised

Green component... - After careful consideration and a thorough benefit analysis, the mobile filing unit (and the free inserts) have been accepted for use by Trisha in the xxxxx Department. We are currently progressing the move from a conceptual benefit to practical implementation stage. Trisha has guaranteed us that the tasks for the drawers and folders will be delegated within two days to ensure the desired outcome. We have also prepared a duplicate receipt for her to sign to confirm she has taken delivery of the cabinet. Also within two days)

Red component - Hello - how are you today? I'm am pleased to announce that one of our great team has managed to find the filing cabinet a new home. The recipients appreciate what the new addition to the office this furniture will make and we had a great time during the negotiation sharing stories of other like handovers during our corporate years! You are welcome to go and see the cabinet in Trisha's office whenever you like. Her door is never closed for you guys.

Blue component- Yay! Got rid of the filing cabinet at no cost to us and in record time - jeez I'm good!!

Yellow component - Thanks for your interest, apologies it couldn't hold enough ice for the beers for Friday drinks... it's gone.

Have a goodie!

Cheers!!

Toni
x5429

So what are you prepared to do differently?

For me I use it primarily as a *coping mechanism*! It helps me better understand the needs of that person. How they like to receive and give information, make decisions, communicate. They are not being difficult... they are being them and if I truly want a RPPA Relationship with them... then I need to learn to talk their language!

If you want to take the 'actual test' and take the guess work out of your style... please contact the office on bruce@brucesullivan.com and for the standard fee of \$138 we will organise it for you!

One Final Encouragement...

Act On Your Beliefs NOT Your Feelings!

People often lament that they just don't **feel** motivated. *I would start that project but I just don't feel motivated... I really want to sort out those photos and put them in an album but I just don't feel motivated. I really should go for a walk but I just don't feel motivated.* It is easy to go on the deferred life plan and put off most things until you **feel** motivated to do it. That of course is the problem. Motivation is NOT a feeling. Motivation is simply about having a **motive** for **action**. A good yummy reason why to go to action. A **belief** that this is genuinely important to me.

If for example you have already decided that you want to enjoy a long and healthy life and increase the chances of experiencing your children grow up, then that is a motive for action. The **motive** is obvious and in this case you know the **action** will mean exercise and a healthy eating lifestyle. The decision is already made. Eat well and exercise and you will increase your chances of enjoying great health and fitness into your later years.

So what's the problem? Most people even with this yummy reason why however are sitting on the couch with the remote control just waiting to **feel** motivated to exercise!

Behaviour: No exercise because you didn't **feel** like it!

Impact: Reduced chance of living a long and healthy life and a lack of congruence in what you say is important and what you actually do. This incongruence erodes your peace and robs you of your self esteem. We are silently saying to ourselves that we are not worth the outcome of a long and healthy life.

Try using these four questions to help you get started.

1. Do you know what you want to do?
2. Do you know why you want to do it?
3. Do you know how to do it?
4. Do you have the resources you need?

When you answer yes to the above four questions and choose to go to action, that's you at your best. That's you living out your beliefs. You are the most focussed and effective when you remember that action precedes the good feelings, not the other way around. You have done it before. Do it some more!

Enjoy the energy and the RIPPA Relationships!

Bruce

PS: You would be amazed at how much more you could do in this life if you let what you truly believe to be important dictate your daily actions.

Bruce Sullivan

Finish each day and be done with it. You have done what you could. Some blunders and absurdities have crept in; forget them as soon as you can. Tomorrow is a new day. You shall begin it serenely and with too high a spirit to be encumbered with your old nonsense.

Ralph Waldo Emerson