

Fascinate Training Jun 20, 2016

Advantage Deep Dive Summary Reports

- What are key characteristics and value of this Advantage?
- How does this Advantage drive us crazy?
- Why do we need them?

Case Study

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: Innovation Advantage - Susie and Dabo

Characteristic/Value we bring - A fresh approach, solutions

Things that drive us crazy - too many ideas, too much creativity, head in the clouds, not realistic

Why we need it - to maintain energy, resilience, keep things on track

Ways of addressing the issue

Pull the team together at an event or lunch - fresh approach, thinking differently about the problem, tease the issues out, offering new alternative ways of seeing their problem, using metaphors to help them see the issues.

Drawing on complementary advantages of Power and Passion to lead to a result and enthuse.

Group 2: Passion Advantage Group 1 - Juan (Ray), Shea, Whitney

Case Study Responses

Shea: Sit with every person and find out what their strengths are and figure out how they see the situation.

Whitney: Facilitate a group discussion about what's possible, what's ideal and what the desired outcome is. Ask the magic question: What would it look like if it worked?

Ray: Having a meeting, presenting idea, finding out what each person ultimately wants, finding a compromise and reach an agreement to close the deal.

Group 3: Passion Advantage Janet (+ Prestige) / Sarah (+ Power) / Debra (+ Power)

Janet: Canada

Sarah: Essex, CT

Debra: Dallas, TX

Key characteristics and value of this advantage?

Relationship based

Key as passion to bring everyone together to pull everyone out of their silos

Bring everyone together utilizing the connector instinct that we have to bring departments together

Advocates of other departments

Help people see the other sides and position of the deal

We are respected team members - you're amiable personality means that you're well-liked by coworkers... quickly gain buy-in to new ideas... trying to move forward with deal vs. stand still

A lot of enthusiasm so getting people to get on board becomes easier when it's contagious

What would make people crazy?

Sometimes too enthusiastic can be seen as annoying if it's stressful

Can oftentimes turn people off because we buy-in quickly - pushovers, brown-nosers

Sometimes too big picture and not see the minor details can be more stressful for people

Sometimes not enough emphasis on facts and figures

Why do we need them?

Make things more fun

Feel better about the process

Can communicate in a variety of ways to connect and engage everyone

Create teams / people who work together

Positively distract - easily redirect

Change the topic pretty easily

Likable

Cheerleaders

Group 4: Power Advantage - Dee Dee, Daina, Haseena, Michelle

#1)

- Getting Things Done
- Confidence to Handle Situations
- We are the "Go To Person"

#2)

- Why do we have to make all the decisions?
- We are exhausted at the end of the day from making the decisions
- Example of deciding where to eat lunch or dinner

#3)

- Things wouldn't get done.
- It's the Action for decision-making.

- We are quite decisive and firm when, but aware of the Double Trouble zone

#4)

- We should tap into the Passion Advantage so that people's voices are heard
- Be aware of having those people on the team so that we can defer to them and ensure the voices are happening
- How to Involve/Activate to Temper the Power
- Framework is provided for the plan (confidence) - Motivate the Team through the confidence to act

Group 6: Trust Advantage - Jill G. and Deane

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?

1. People view TRUST as capable. People gravitate toward sincerity and warmth.
 Stable and familiar: people can predict where you are.
 Solid, even-keeled presence.
 Solidifying.
 Synthesize. We can bring it all together. Taking everyone's ideas and synthesizing views.
 Commitment to high principals. Integrity. Credibility. Values.
 Team is driving toward collaboration: TRUST can be the soft-spoken, trustworthy approach.
 Validating all team players ideas, but move on.
 Unifier, so, people don't see us as having an ulterior motive.
 We make people feel safe and comfortable.

2. Can get stuck on an idea.
 Being sensitive.

Group 7: Mystique Advantage - Alfred, Ricky and Janette

Break Out 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?

1 . Respond to emotions sensitively and intuitively. Highly adaptable to the vibes, sentiments and non verbal of the group.

2. Too isolated, withdrawn and team is wondering what is going on with us. Can also be passive aggressive

3. Provide Unique insights, listening, observe a lot.

How to increase collaboration?

- Mystique are seen as independent - provide deep insight of unique perspectives
- Asking powerful questions
- Can be a people's person when comes to offering insights

By **listening**, **observing** and **leading with powerful questions**, we are able mirror substance in our feedback and add insights to the discussion that gets the potential client curious about what we do.

It also get the team members to be involved with what one another is doing and to synergise our progress as a team. This can happen by tapping into the talent and advantage of the group members with subtle influence (being strategic).