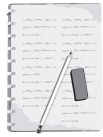


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EXERCISE 8: STYLE RECOGNITION

RECOGNIZING THE STYLES OF OTHERS

With time and practice, you will learn to pick up clues that will help you identify and adapt to the operational styles of others. As you plot your course forward, let's start by identifying the operational styles of some of the people you work with. You can begin by taking a general look at some of the people you work with each day, examining the traits they have in common.

A. EASY PEOPLE

NAMES	TRAITS & CHARACTERISTICS
List the names of three-to-five "easy" people, with whom you work well and enjoy a good rapport.	List the traits that make each person comfortable to work with. Circle any traits that repeat themselves from one person to another

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B. PROBLEM PEOPLE	
List the names of three-to-five of the most problematic people you work with.	List traits that either make it difficult to work with each person, or which bother you about your problem people. Circle any traits that repeat themselves from one person to the next.
NAMES	TRAITS & CHARACTERISTICS

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C.

HOW YOUR PROBLEM PEOPLE VIEW YOU

With time and practice, you will learn to pick up clues that will help you identify and adapt to the operational styles of others. As you plot your course forward, let's start by identifying the operational styles of some of the people you work with. You can begin by taking a general look at some of the people you work with each day, examining the traits they have in common.

THEIR NAMES	YOUR TRAITS & CHARACTERISTICS

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D. STYLE IDENTIFICATION

Now, go back and select one easy person and two problem people. Take some time to do an internet search and check out their Linked In and social media footprints. Take down notes. Try to identify each person's operational style. If you are stumped, take some additional time to observe, ask and investigate!

NAMES	TRAITS / NOTES / CLUES	STYLE?
<i>EXAMPLE:</i> <i>PAUL</i>	<ul style="list-style-type: none">▪ <i>Driven by plan and objectives</i>▪ <i>Fast tracking to leadership</i>▪ <i>Ambitious, driven, competitive (crush competition)</i>▪ <i>Good manager - delegates and motivates</i>▪ <i>Charming - wins people over easily</i>▪ <i>Closed information sharing - can be frustrating</i>▪ <i>Dictatorial at times - alienates others</i>▪ <i>Networker - great at relationship / partnership</i>▪ <i>Self-promoter - sometimes at expense of others</i>▪ <i>Territorial and protective of contacts and projects</i>▪ <i>Tension with Eva (a Flyer?) and Randy (Walker?)</i>▪ <i>Seems strategic? (Flyer trait)</i>	<i>CLIMBER</i>

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STYLE IDENTIFICATION (CONT.)		