

Workplace interests

PEOPLE- helping people

- Receive your self worth from helping others
- The act of helping isn't always enough, you receive the greatest enjoyment in seeing other people benefit so they can experience feelings of self-worth
- Are open and responsive to needs of others
- Defend the rights of others with courage and conviction
- Downplay your own achievements for others' achievements
- You tend to seek out opportunities to build a friendly culture
- You are fiercely loyal and protective of your direct reports

PERFORMANCE - drive results

- Receive your self worth by being a successful winning leader of others and by providing direction needed to achieve results
- You exercise power and control by setting standards and decisive action
- You desire to accomplish things and direct others but not at the expense of others
- Like positions of authority and responsibility and positions of leadership
- Challenge opposition, exercise persuasion, set goals and deadlines
- Seek out opportunities that others miss
- Enjoy risk taking and see it as necessary and important

PROCESS - establish order

- Achieve self worth by creating self direction and autonomy through thoughtful planning
- Find satisfaction through independent discovery explaining and interpreting based on analysis
- Pursue excellence and policies
- Understand and value the productivity behind exercising foresight
- Plan carefully and attain certainty before commitment
- Value the power of shaping order out of chaos
- You would rather do things right the first time rather than move quickly

Workplace interests

Reflect and assess

- What is the positive feedback that you've received from others at work?
- When are you most engaged at work?
- What triggers conflict for you?
- What area is most dominant for you - people, process or performance?
- What percentage would you allocate to each section out of 100%?



Bring it Together

What connections do you see for yourself between personal and workplace interests?

What is your aha moment during this exercise?

