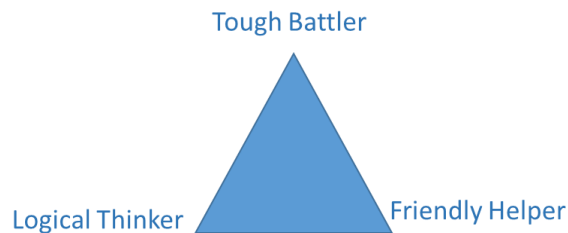


Influencing

Understanding difference in communication & influencing styles

A model based on work by Charles Handy

This model uses three 'pure' interpersonal styles



Each of us uses our own combination of these in our communication style, particularly when we are negotiating or influencing.

The model allows us to plot ourselves and others in relation to interpersonal style and provides a way of understanding and managing difference in style.

Tough Battler	gets satisfaction from the 'fight' and competition
Friendly Helper	gets satisfaction from maintaining friendly relationships
Logical Thinker	gets satisfaction from good, clear logical arguments

Tough Battler and Friendly helper are emotionally based, whereas Logical Thinker is thinking based.

Place yourself in the model - what mix do you see yourself as?

Does your position differ, depending on the situation?

Think of someone you are working with - where would you place them?

How might you tailor your communications and influencing style to meet their preferred style?

Where do you think they would place you on the model?

What could you do to make your communication with that person more effective?



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