Understanding Working Styles

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The Whole Brain Model
Figure 1-11. Phyllis the Left-brainer  Figure 1-12. Sam the Right-brainer

Logical
Rational
Holistic
Creative
Organized
Planned
Interpersonal
Emotional

Styles at Work
• Metaphoric model
• Based on brain research
• Style = preferred modes of thinking, learning and working
  • All styles are neutral
  • We have capacity for all styles
  • Preferences different from competence
  • Similarity and complimentarily
  • Organizations need all styles
The Agenda

Step 1: Sort Cards
Step 2: Trading
Step 3: Choices
Step 4: Explanation of Whole Brain Model
Step 5: Discussion -- by Color
Step 6: Application

Wants precise facts....
- Logical
- Analytical
- Linear Thinking
- Quantitative
- Here-and-Now
• Brief, clear, precise information
• Critical Analysis
• Problem-solve logically
• Know the bottom line
• Argue Rationally
• Solve tough problems
• Gather facts
• Measure accurately

• Make things work
• Rational, unemotional
• Consider financial aspects
• Goals & outcomes
• Realistic & present-oriented
• Efficient, to the point
• A good debate
Green

Wants neatness and punctuality……
• Organized
• Detailed
• Planned
• Sequential
• Safe-keeping
• Implementer

A rule and a place for everything
• If it ain’t broke, don’t fix it
• On time
• Action-oriented
• Approach problems practically
• Stand firm on issues
• Maintain standard of consistency

Stable leadership & supervision
• Detailed plans & procedures
• One thing at a time
• Keep financial records straight
• Neatness & protocol count
• Disciplined & reliable
• Order & control
How's my peanut butter sandwich coming? You're using chunky peanut butter, right? I won't eat smooth!

Make it an open face sandwich, too! Don't put any jelly on it or anything! And use some normal bread! I don't like those weird grain breads!

Did you cut it diagonally? I like triangles better than rectangles, so be sure to cut it right!

Hey, this is a closed-face, horizontally cut smooth peanut butter sandwich on weird bread with jelly! Weren't you listening?

Wants feelings to come first...

- Interpersonal
- Feeling-oriented
- Teamwork
- Intuition about people
- Communication
• Attuned to people &
group dynamics
• Empathetic & nurturing
• Experience is reality
• Intuitive, understanding
• Care about values
• Recognize
interpersonal difficulties
• Helping, coaching,
partnering
• Participation &
collaboration
• Expressive, talkative,
friendly
• Spirituality
• Personal growth
• Build relationships &
teams

CITIZEN DOG By Mark O’Hare

ISN'T THIS GREAT! JUST LOOK
AT THE THREE OF US....

...ONE BIG HAPPY FAMILY,
WALKING TOGETHER IN
PERFECT SYNCH ???

...DOWN THIS STRANGE AND
EXCITING SIDEWALK CALLED 'LIFE!'

IT'S LIKE HAVING A
MOTHER-IN-LAW,
BUT WITH FLEAS.
Wants to imagine possibilities….

- Creative
- Innovative
- Holistic
- Synthesizing
- Visionary

YELLOW

- See the “big picture”
- Risk-taker
- Recognize new possibilities
- Integrate ideas & concepts
- Bend or challenge established policies
- Problem-solve in intuitive ways

- Use metaphor
- Originality & imagination
- Curious & adventurous
- Design/Artistic
- Like variety & multi-tasking
- Envision the future
- Impulsive & playful
How I Like to Put My WHOLE BRAIN to Work

- Being Challenged
- Analyzing & Diagnosing
- Logical Processing
- Finance & Numbers
- Making Things Work
- Solving Tough Problems
- Clarifying Issues
- Explaining Things
- Dealing with the Future
- Seeing the Big Picture
- Inventing Solutions
- Developing New Things
- Providing Vision
- Taking Risks
- Integrating Ideas
- Bringing About Change

- Administering
- Attending to Detail
- Being in Control
- Building Things
- Establishing Order
- Timely Implementation
- Planning Things Out
- Providing Support
- Coaching
- Working with People
- Communicating
- Building Relationships
- Expressing Ideas
- Teaching/Training
- Persuading People
- Being part of a Team
Whole Brain Model Communication Preferences

BLUE
- Facts, no Fluff
- Technical Accuracy
- Articulated ideas
- Brief, Clear, Precise
- Critical Analysis
- Straight forward

YELLOW
- Metaphors
- Big Picture Overview
- Imaginative
- Conceptual framework
- Exploration
- Visual

GREEN
- Details
- Thoroughness
- Rules & Procedures
- Action Plans
- Explanations
- Stay on topic

RED
- Feelings & values
- Open discussion
- Expression
- Personal touch
- Empathy & consideration
- Stories & examples

Team Approaches

“What’s the Theory of the case?”
- Define goals & objectives
- Logically solving problems
- Critical analysis & theory
- Efficiency, cost & data
- Working toward quantifiable outcomes

“Challenge the Status Quo”
- Strategize & visualize the future
- Risk taking & experimenting
- Combining & connecting concepts
- Brainstorming new ideas & solutions
- “Big picture” perspective

“Getting Down to Business”

“Breakthrough Thinking”

“How can we make this happen?”
- Attention to detail & procedures
- Moving from point A to point B
- Task allocation, organization & planning
- Follow-up & scheduling with time lines
- Making sure everything is in order & in control

“Being part of the team”
- Mediating & facilitating
- Sharing, listening & expressing
- Collaborating & building relationships
- Intuitive sensing of underlying issues
- Being sensitive to other people

“Kindling the Spirit of Community”

MOVING TOWARD CLOSURE
<table>
<thead>
<tr>
<th>Management Styles</th>
<th>Blue</th>
<th>Green</th>
<th>Red</th>
<th>Yellow</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Authoritative</td>
<td>• Traditional</td>
<td>• Team-Oriented</td>
<td>• Adventurous</td>
</tr>
<tr>
<td></td>
<td>• Directive</td>
<td>• Conservative</td>
<td>• Supportive</td>
<td>• Visionary</td>
</tr>
<tr>
<td></td>
<td>• All-business</td>
<td>• Organized</td>
<td>• Personable</td>
<td>• Entrepreneurial</td>
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