

# Human YOUR PEP WORK PROFILE Ecology

ASPECT OF WORK	DEVELOPED STYLE	SUPPORTING STYLE
POISE	DEFINER	ADAPTER
RISK-TAKING	CONFORMER	DREAMER
CREATIVE STYLE	ORGANISING	INTUITIVE
PROJECT STYLE	COMPLETER	INITIATOR

## DEFINERS

Definers are people who invariably have high standards and high expectations of themselves. They are the ones who will push themselves to achieve things that they wouldn't do for anyone else. When a definer works they put themselves on the line for the result. Everything rests on them performing well and succeeding.

As a definer, you need to succeed. You have probably spent your life selecting the career and life option in which you know you will do well and avoiding all the ones in which you were less confident of success. You may have a string of successes behind you: you may be at the top of the tree or climbing fast; or you may have such high standards below which you will never let yourself fall that you are scared of any risks.

### Your greatest strengths:

- High standards, high motivation
- Focus, concentration, determination, energy

### The effect you will have on others at work

- You may inspire and motivate some by your focus, standards and hard work. This is a great effect to have!
- You may burn others out...your drive may just be too high, especially if you score high on expansion.
- You may be inconsistent....most of the time you will be strongly motivated, but from time to time, you will lose it all and wonder for a moment what's the point...

### Your supporting style...

- The supporting style for a definer is 'adapter'- to become adaptive and flexible- when you feel lacking confidence and want to just fit in. If you are conformer or explorer in risk-taking, then only you and those close to you will probably be aware of your adaptive side. If you are a dreamer or controller, then your adaptive side will often be the first front that others see of you; they may get the impression that you are more flexible than you really are! Mature self management, as I have indicated below, is the key for you to grow an integrated life and support others effectively.

### The greatest dangers for you are:

- ....valuing yourself entirely on your success- whether in terms of salary, company perks, status, power and influence. You see yourself as valuable for what you have achieved; and you condemn yourself for what you have not achieved.
- ....it all coming crashing down. One day, you may find you simply can't keep up the standards any more. It's at that point that you will be liable to create a fantasy world to escape into... the thing to do is to act now before it is too late. I've given you some tips below...
- ...missing out on the fun of life. You are just too wrapped up in needing to succeed, too anxious, too focused and too driven to notice what else is going on around you.

### How you can succeed at work

- You have probably already succeeded though you may feel as though you haven't. Your standards are just very high! Allow that to give you confidence and you will be more relaxed and at ease which will help you perform better.
- Tell others that you have high standards- be confident of it at interviews and in the office. Accept responsibility and succeed where others would give up or fail.
- Become more skilled in self management in choosing when to inspire others, when to sympathise and support, when to be strong and determined and when to be flexible and adaptive. You take responsibility for your mode of behaviour.....

### How you can succeed in life

- Recognise that you probably have a poor attitude to failure. You are frightened of it. Fear can be a strong success motivator at work but it doesn't make for a happy or relaxed life. You can change your attitude to failure without losing any of your drive in life. Our life coaching report will help you address this issue.
- Watch out for the seduction of success....If you have already achieved and have been rewarded with promotion, its easy to find 15 years of life having disappeared climbing the ladder only to realise that you missed out on other things in your life. Don't let your family, your spirituality, your interests or your friends get neglected! There are very few people who say on their deathbed, "I wish I had spent more time at work!"
- Decide to succeed in the right things in life: ask yourself what your priorities are. Make a list of your top five. Then organise your life to achieve them.
- Take time to smell the roses, watch the stars and enjoy a chilled glass of wine in the sunset....

### Career roles that might suit you

There are no career roles that are closed to you but it would be unwise to accept a role that is basically unstimulating and unchallenging. If you don't respect your boss, don't have the chance to succeed, don't get some affirmation and reward for your performance you are going to be very unstimulated. An environment where you can set your own standard and not be held back by others will suit you.

## ORGANISING

Organisers are people who like their world to be founded upon good sense, sound reasoning and an attention to detail. They work best when they can contribute order, thought, structure, procedure and method to a project. They also have a more intuitive side, especially when it comes to relationships.

As an organiser your most naturally developed style of work is to create systems which work effectively and sensibly. However, this is not your only style of work, you may have developed others and this coaching material will help you strengthen the range of approaches you can bring.

### Your greatest strengths:

- Sense, method, effectiveness and efficiency
- Process, logic, structure

### The effect you will have on others at work

- Others may appreciate your qualities of organisation which are great contributions to make at work.
- You may bring good, clear logical sense to a situation. You will be able to eliminate inefficiency, poor thinking or planning and you will enhance the effective implantation of process.
- You may be seen by others as not particularly imaginative or innovative. They will appreciate your ability to make sense of things but probably not look to you to be creative and inspirational.

### Your supporting style

- The supporting for an organiser is an 'intuitive'- a more intuitive and empathetic appreciation of life. If your evaluating and ordering traits are pivotal, then your more intuitive side will play an active part in your approach to life. You can think of you intuitive side as your ability to connect other people; it is the combination of your supporting empathetic and forming traits which helps you to see emotional connections between people. Using these traits will help you be more empathetic, insightful, imaginative and encouraging of other people in a work situation.

### The greatest dangers for you are:

- Not developing your supportive traits. If you do not develop and make use of your empathetic and forming traits then you may face:
  - Being seen as cold, detached and unsympathetic
  - Unimaginative and uncreative
  - Effective and efficient but uninspiring

- The greatest challenge for an organiser is to appreciate what effect their natural contribution will have on a situation and to develop the ability to use a range of contributions as appropriate.

#### How you can succeed at work

- Have confidence in your most developed ability to organise things. Where possible seek out roles which require systematic thinking, good organisation and sense. Administration, governance and management often involve these abilities.
- Seek out teams in which other people with different styles of thinking and working can compliment your own style.
- Develop your supporting styles. You will be most successful if you can, in particular, develop your ability to empathise with other people. Most senior positions require a high level of interpersonal skill. Interpersonal skill includes self awareness and the ability to communicate, motivate and encourage. Most of these skills require an ability to stand in someone else's shoes- to empathise.
- Develop your ability to use your different styles appropriately. Different styles are suitable for different occasions and different projects.

#### How you can succeed in life

- Do help others to become more efficient and effective in the way they run things
- Don't use your organising ability as a way to hide from developing your more empathetic and creative abilities.
- Do learn to be sensitive to and appreciative of the more emotional and less pragmatic styles of other people which you may be tempted to criticise.

#### Career roles that might suit you

There are no career roles that are closed to you but it would be unwise to accept a role which involves a high level of innovation or motivating and no organising. Work which involves a strong grasp of structures, procedures, methods or ideas will suit you. Having said that, you may have learned to develop other complimentary styles which will stand you in good stead for a wider variety of roles.

PUTTING IT ALL TOGETHER.....

We can now look at the combined effect of your particular work styles. The diagram below describes four kinds of person: ENTHUSIASTIC, DYNAMIC, COMMITTED AND STABLE. These are determined by a combination of your POISE STYLE and TASK TAKING STYLE. Identify which of the four quadrants you fit in.

# Human Ecology

Now identify your primary CREATIVE STYLE and find the description of that kind of person- it includes both positives and potential negatives! If you had a blended profile (i.e. fitted two different styles) then you will fit two different descriptions and need to read both. *Note: the diagram does not account for PROJECT STYLE.*

