

## Questions to stimulate conversation when working with the 4 Measures of Work Preference

On occasion we get questions that relate to helping stimulate good conversation when working with the Team Management Profile and specifically the 4 Measures of Work Preference. We typically recommend using the 'Human Continuum' exercise when looking at the preferences and the following questions can stimulate some good conversation.

- For Extroversion – Introversion (Relationships) - How are you 'heard' within your team? How do you best express yourself? How do you best gain clarity of your thinking and how can your team support that? Do your team meetings support the appropriate levels of extroversion and introversion?
- For Practical – Creative (Information) - How can you best use information to influence someone with an opposite preference to you? Does the group spend too much time in details or big picture thinking? What is the first thing you look for in an idea (i.e. the Practical preference often look for how it can be done and the Creative preference often look for what value it can add)
- For Analytical – Beliefs (Decisions) - How much do you trust or are influenced by subjective information when making decisions? Do you apply decision making criteria equally across numerous contexts or situations or might your decision change if the context was different? What is really important to you that you would not compromise at work?(this is a good question when you have a lot of Analytic preferences in the group since it surfaces their beliefs and illustrates that all of us will be influenced by our beliefs at some point)
- For Structured – Flexible (Organization) - What is your first reaction to uncertainty or change in your work environment and then how do you manage that uncertainty? Do you prefer to have control of a plan or control over alternative options when executing a plan becomes difficult? What does control mean to you at work?

These are some that we've used that tend to get good discussion going depending on the group and their focus. What ones have worked well for you?