

# CHALLENGED TEAM MEETINGS

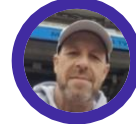
1



Donna



Tony



Stephen

**Donna** is the content developer. She needed to get strategic input from her colleagues **Tony** and **Stephen** during their weekly sales and marketing meetings. She was frustrated. **Why?**

Because Donna would listen, provide input (that seemed ignored), and take notes about the ideas **Stephen** and **Tony** had. She thought she had the correct information to develop messaging.

But **Stephen** and **Tony** kept processing their ideas and the input – including **Donna's** -- after the meeting, often revising direction. This resulted in content that wasn't in alignment with their new thoughts. **Tony** and **Stephen** didn't get what they now wanted, and **Donna** had to redo her work.

Frustration was building behind the scenes.

2

## ENTER yüMlvü:

### The People Chemistry Platform™

yüMlvü Meter discovered that **Stephen**, **Tony**, and **Donna** have distinctly different tendencies (called Wired Modes) relating to **Communication**, **Flexibility**, and **Perspectives**. These differences were causing challenges.

3

#### Communication

You **Must Have It**



**Donna** likes to be shown or told what to do and then try it. Charts and graphs are useful to her, but logic and numbers are not.

**Tony** also prefers a hands-on approach. But he is most comfortable with logic and numbers, while **Donna** is not.

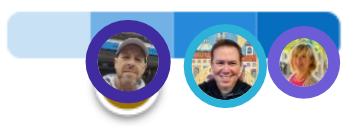
**Stephen** is most comfortable communicating via writing and talking. He prefers logic and numbers, like **Tony**. Stephen doesn't need the applied experience, like the other two.

**Key yüMlvü Insight:** **Tony** and **Stephen** process logic and numbers very differently from **Donna**.

4

#### Flexibility

You **Like It**



**Donna** has a strong need for structure. She likes to follow proven methods and she'll stick with an approach because she's seen them work previously.

**Tony** admits that proven tactics are worthy of consideration. Yet, changing course is fine when he sees another path to success.

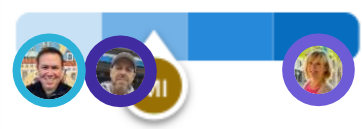
**Stephen** is not opposed to using proven methods. However, he doesn't need to follow them and will abandon them quickly if he "sees" a better way.

**Key yüMlvü Insight:** While flexibility can be a valuable team asset, **Donna** is hindered by **Tony** and **Stephen's** lack of structure.

5

#### Perspectives

You **Like It**



**Donna** sees multiple perspectives, even though she prefers structure.

**Tony** and **Stephen** have more narrow perspectives, causing them to arrive at meetings with set ideas about agenda topics.

**Tony** will adjust his view on the fly if new information is presented.

**Stephen** needs time to process new options, so it takes him longer to change his view.

**Key yüMlvü Insight:** **Donna** needed to translate her preference for numerous options in a way that informed and challenged **Tony** and **Stephen's** more preconceived and narrow perspectives.

6

## yüMlvü SOLVED THEIR CHALLENGES.

**Communication:** yüMlvü suggested the team leverage **Donna's** preference to communicate using Show and Experience. She and **Tony** find common ground. Since Tony favors logic and numbers – and charts and graphs resonate with Donna – yüMlvü coached them to incorporate them. Charts and graphs also support **Stephen's** preference for written and spoken communication since they are created using the written medium and then discussed. Like **Tony**, they also satisfy his preference for logic and numbers.

**Flexibility:** To satisfy **Donna's** need for structure and to help keep **Tony** and **Stephen** from moving onto new topics before she is ready, the team now creates an agenda that is delivered a day in advance of their meetings. All three team members have a chance to add to the agenda.

**Perspectives:** Since **Tony** and **Stephen** arrive at the weekly meetings with preconceived notions, **Donna** now understands that her inclination to offer alternatives can be a positive. She used to be sensitive to the fact that their minds already seemed made up, causing her to hold back her ideas. **Tony** and **Stephen** are also more aware that **Donna** might offer a solution they hadn't even considered.