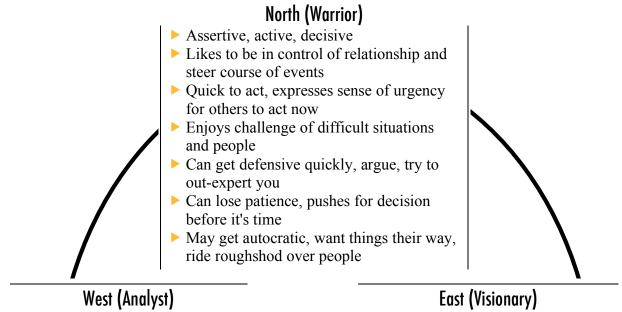
TRAINING FOR CHANGE HANDOUT

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Team Types



- Weighs all sides of issues
- ▶ Uses data analysis and logic
- Seen as practical and thorough in task situations
- Introspective, self-analytical
- Can become stubborn and entrenched in position
- ► Can be indecisive, collect unnecessary data, mired in details
- ▶ May appear cold, withdrawn

- Sees the big picture
- Very idea-oriented, focus on future
- Insight into mission and purpose
- Likes to experiment, explore
- Can lose focus on tasks and not follow through
- May become easily overwhelmed, lose track of time
- Tends to be highly enthusiastic early on, then burn out

South (Nurturer)

- Allows others to feel important in determining direction of what's happening
- Value-driven regarding all aspects of personal/professional life
- Uses relationships to accomplish tasks Innocence and trust in others based on
- vulnerability and openness
- Supportive, nurturing, feeling-based
- ▶ Has trouble saying "no" to requests
- Internalizes difficulty and assumes blame
- Prone to disappointment when relationship is seen as secondary to task
- Difficulty confronting, dealing with anger

Read more about Team Types in different cultures in: Angeles Arrien's The Four-Fold Way: Walking the Path of the Warrior, Teacher, Healer, and Visionary (Harper Collins).

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