

CREATING A LANDSCAPE OF LEADERSHIP AND CULTURE

EARLY CHILDHOOD INSTITUTE
NOVEMBER 7, 2024



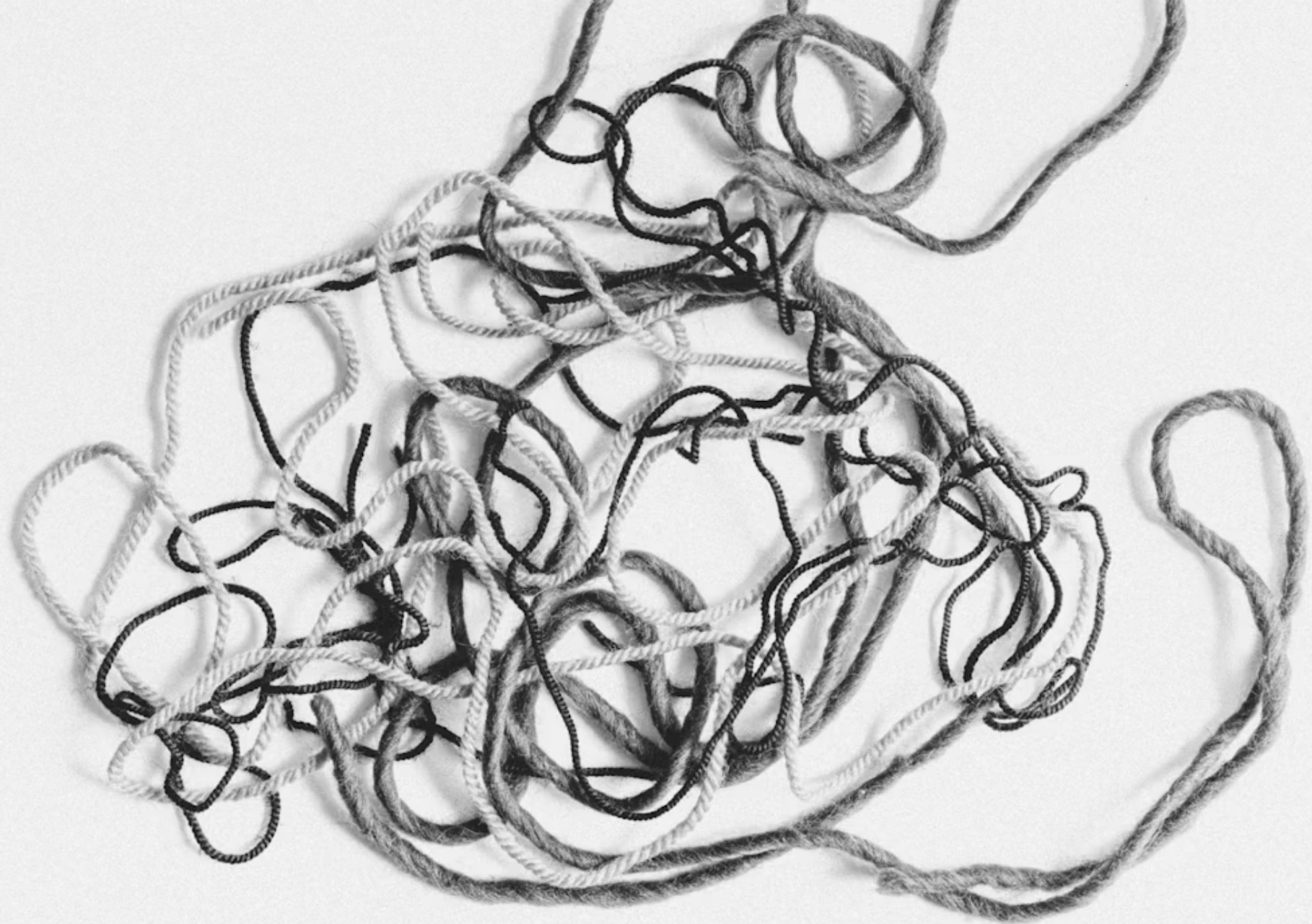
Objectives

- ▶ Improve communication skills through self-awareness and awareness of others' work styles.
- ▶ Develop skills to recognize and respond appropriately to different problem solving styles.



How People Like to Get Things Done / Work Styles





Let's go! We
can figure it
out on the
way!!

Where?
What?
How?

Wait. Have
we really
thought
about this?



Group 1 – Work Styles – If you ...

Let's go! We
can figure it
out on the
way!!

- ▶ Like to get things started and learn as you go
- ▶ Like action, diving in, getting involved
- ▶ Might be okay cutting through unnecessary details
- ▶ Tend to talk fast and possibly talk over others

Group 2 – Work Styles – If you ...

Where?
What?
How?

- ▶ Want to take time to find out who the team is, understand the framework, clarify expectations, rules and more details
- ▶ Have more questions about who is in charge of what and explore potential conflict with different expectations
- ▶ Tend to be more predictable and can get overwhelmed by too much material or fast change
- ▶ Share a need to be of service to other people or a specific cause

Group 3 – Work Styles – If you ...

Wait. Have
we really
thought
about this?

- ▶ Tend to think big picture, thinking through long term consequences
- ▶ Tend to want to spend some time independently, thinking about a situation, feeling your way to a deeper understanding
- ▶ Others may perceive you as being withdrawn, not including others or being aloof
- ▶ Once ready, you are productive and enthusiastic contributors

Process / Work Styles

Group 1

Let's get the ball rolling!

Group 2


How do we need to go about this?

Group 3

How does this resonate with me?

What could be some drawbacks/limitations of your style?

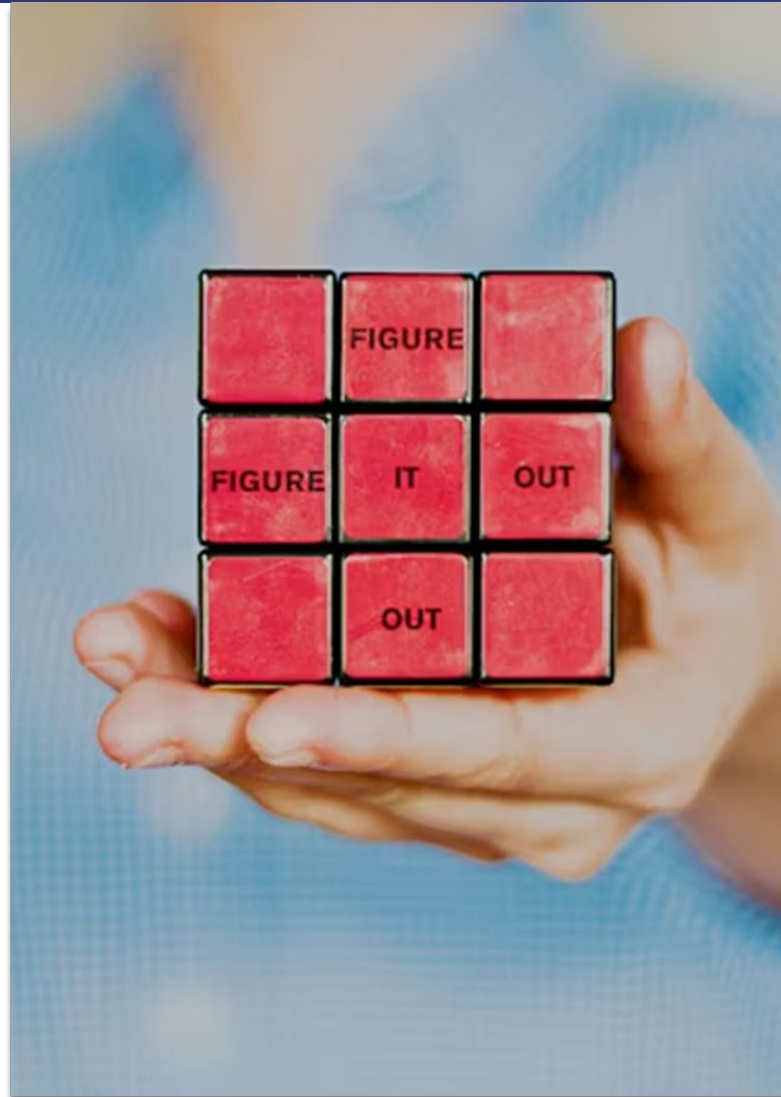
What do you want others to appreciate about your style?

A photograph of a cardboard box on the left and a black book spine on the right. The text is overlaid on the box and spine. The text is white and reads: "When we put ourselves in a box labeled 'That's just the way I am' we will never get out of it." The background is a soft, out-of-focus light color.

When we put ourselves in a
box labeled
“That’s just the way I am”
we will never get out of it.

MARSHALL GOLDSMITH

Problems



THIS or THAT

- ▶ **Pepperoni or cheese pizza?**
- ▶ **Dogs or cats?**
- ▶ **Cheesecake or chocolate cake?**
- ▶ **Breakfast or dinner?**
- ▶ **Yoga or walking?**



Types of Problems



Question Burst Activity



How People Tend to Deal With Difficult Situations / Problem Solving Styles

How do they not see it?!?!

Just solve it already.

Not really a problem. What time is the next break?



Group A - Problem Solving Styles – If you ...



Tend to be on the lookout for problems or issues that need to be addressed



May struggle with trusting others, and skepticism helps to unearth problems



Tend to be intense and vocal in voicing concerns about things when they see them

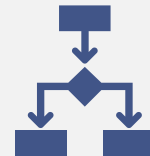


Tend to have strong likes and dislikes

Group B - Problem Solving Styles – If you ...



Tend to actively engage with problems once they are identified



Want to be seen as practical and effective in solving conflicts/problems



Tend to set aside personal feelings in order to be objective



Prefer to be self-controlled and logical in their approach

Group C - Problem Solving Styles – If you ...



Tend to minimize problems and importance of solving them because finding issues could cause personal discomfort



May reframe problems in a positive light, and try to be encouraging and optimistic



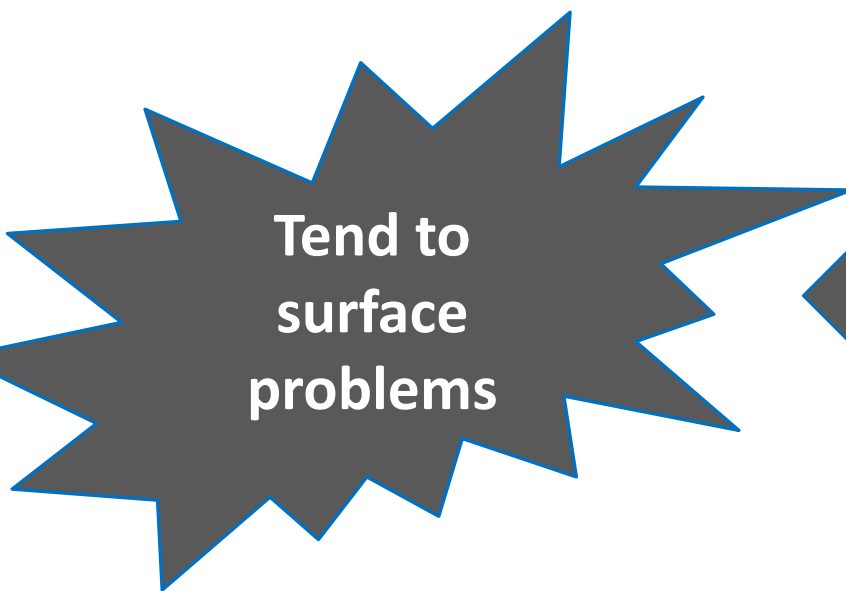
Tend to put off dealing with conflicts/problems for too long



Often avoid people and situations that may be “negative” or “downers”

Problem Solving Styles

Group A



Tend to
surface
problems

Group B



Tend to solve problems

Group C



Tend to smooth
over problems

What could be some drawbacks/limitations of your style?

What do you want others to appreciate about your style?



**Wise people don't
suppress emotion.
They find constructive
ways to express it.**

Adam Grant

Creating Together





**Between stimulus and response there is a space.
In that space is our power to choose our response.
In our response lies our growth and freedom.**

Victor Frankl



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Live Authentically / Pursue Excellence in Work / Create Abundant Joyful Experiences