

# Follow-up

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MAKING A DIFFERENCE THROUGH PEOPLE

## Action, analysis, harmony, or expressive?

Some of you have had the opportunity to complete the Personal Style Indicator as part of a workshop and have looked at yourselves in some detail.

To give you a refresher, and for those of you who haven't had a chance to complete it, a mini-version is included in this edition of *Follow-up*.

Why the headings?

### **ACTION!**

"Action" types are in control of their environment, have very strong body language, and get things done.

"Analysers" are great networkers, keep in the background, and build webs of detail that work.

"Harmonisers" also stay out of the lime-light and love to look after others.

And "Expressive" types are entertainers, love people, and have short attention spans. (For all you Expressives, that's why I've put you last on this list!)

### e<sup>x</sup>pReS<sup>s</sup>ivE

When we have greater understanding of ourselves, we can begin to better understand others. Every person is unique — thank goodness!

The "style" we choose to use the least often needs the most work from us for our personal effectiveness.

So, for example, if our lowest score is under "Analysis," then aspects of that style often require our attention. When under pressure, for instance, we may refuse to pay attention to the detail that would have prevented the pressure in the first place.

Instead, we tend to overemphasize our stronger suits by, following on the above example, being sarcastic, down-playing the importance, or saying we don't have time to nitpick!

The PSI helps us understand why the Golden Rule, "Treat others as you wish to be treated," can sometimes cause difficulties in our relationships with others.

### Harmony

Let's look at a scenario that shows how difficult it is to buy a gift for someone else that they REALLY like.

We grow up being told we should give a gift we would like to receive. This is an admirable sentiment but it is in no way guaranteed to bring delight to the receiver of our gift.

*A friend of mine collects Royal Doulton figurines, so we might guess that she likes them! Thinking of buying her a birthday present earlier this year, I felt obligated to visit a vendor of said items. By the tone of this, you will have worked out that I don't particularly like them.*

*The moment of truth dawned here. What was I really afraid of? You guessed it — she might think I like them and buy me one! Is this why we behave this way?*

*Putting my personal preferences aside, and remembering Personal Style and the reword of that Golden Rule to, "Treat others as they would be treated," I purchased the appropriate figurine and delivered it to my friend. (When she reads this she'll know, won't she?)*

Before you think you already know what the "perfect" present is for one of your

### ANALYSIS

friends, stop a moment and ask yourself, "Is my friend really like me, or am I trying to make them be like me?"