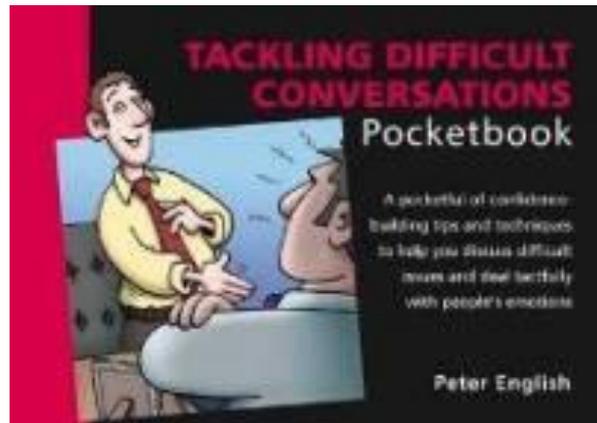
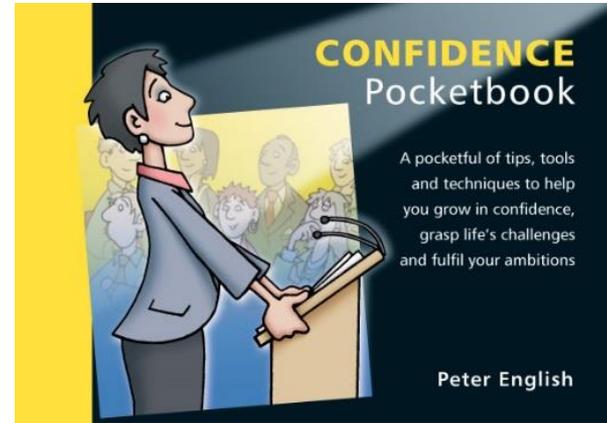
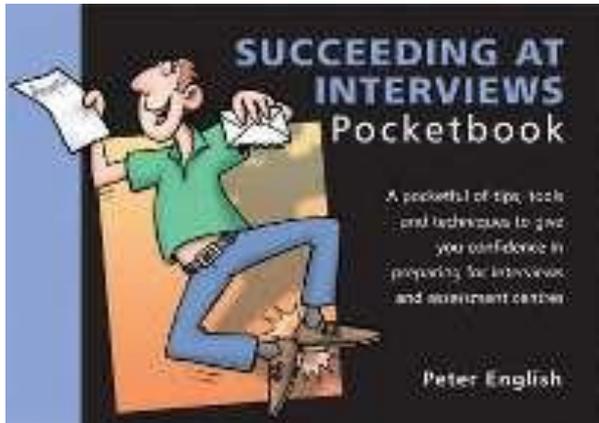




What's Driving You and Your Colleagues?

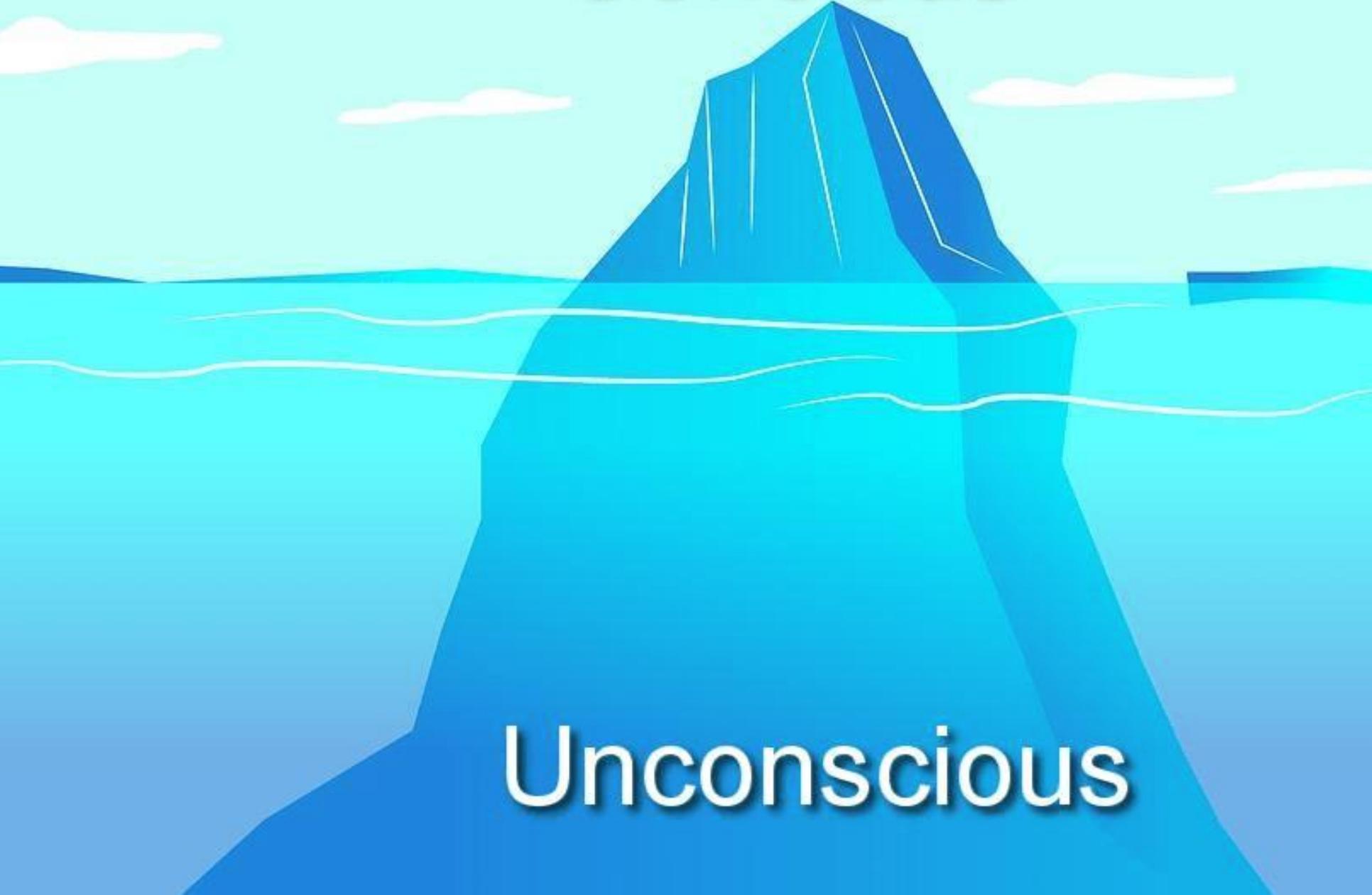
pete@peterenglish.co.uk



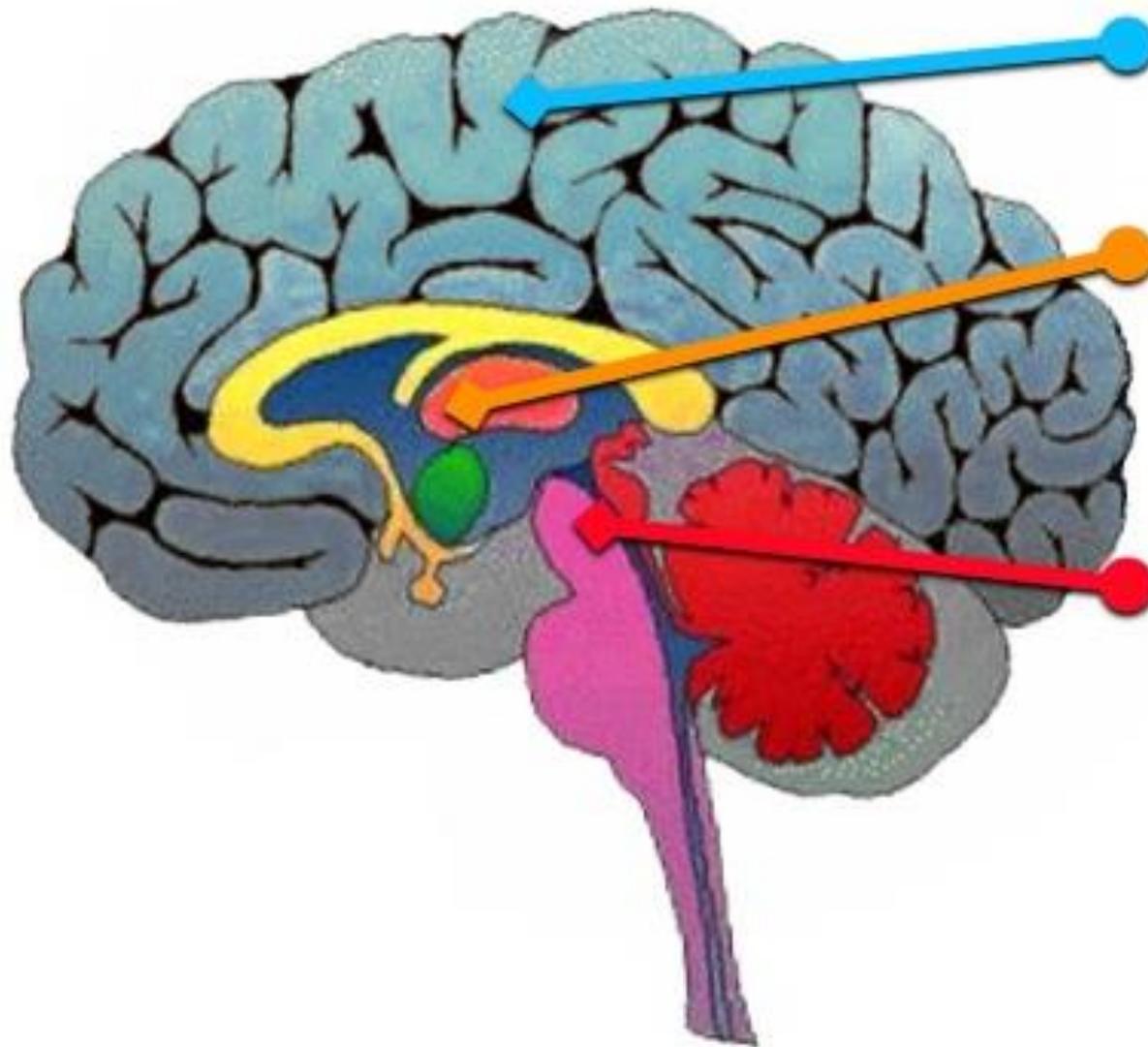
This Session

- — What's going on beneath the surface?
- — The 5 drivers
- — How to recognise each type
- — What they need from you
- — How to get a grip on your own drivers

Conscious



Unconscious



Neocortex:

Rational or Thinking Brain

Limbic Brain:

Emotional or Feeling Brain

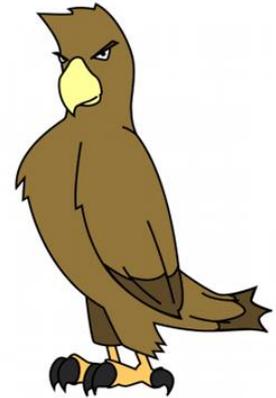
Reptilian Brain:

Instinctual or Dinosaur Brain

Your Drivers

- — Each is prefaced by the words 'I must'
- — A score of 3 or above suggests that Driver has a significant impact on your life
- — They are a double-edged sword: the source of your strength and the source of your stress
- — Automatic (compulsive) behaviour patterns that we learned in childhood
- — Once you are aware of them, you can manage them

Be Perfect



- High standards
- Like things to be finished properly
- Spot mistakes (own and others')
- "If a job is worth doing, it's worth doing well"

Please People



- — Notice others' feelings
- — Motivated by helping others
- — Pleasant and responsive
- — Find conflict particularly stressful

Hurry Up



- ■ Do things quickly - work, speak, move
- ■ Tend to do several things at once
- ■ Leave things to the last minute
- ■ Happy with a 'Good Enough' job

Be Strong



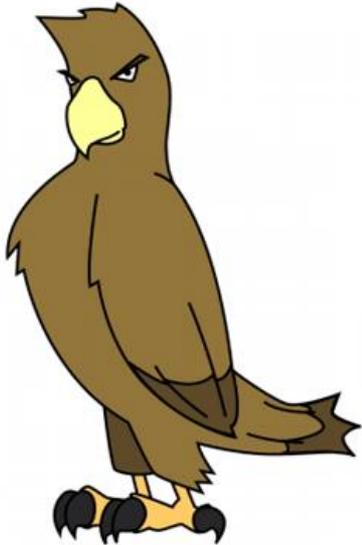
- — Copers
- — Tend not to show feelings - may be hard to 'read'
- — Don't like asking for help
- — Risk being over-used

Try Hard



- — Like variety and new things
- — Enjoy exploring possibilities and new angles
- — Much more effective when enthusiastic
- — May not finish things

Manage My Time Really Well



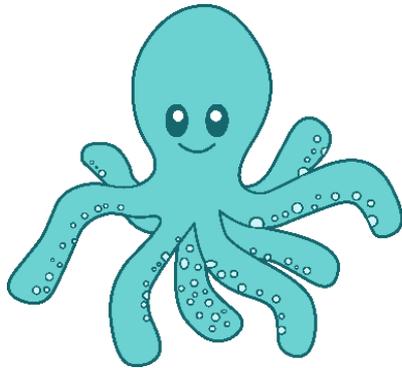
- — Allow contingency time in your plans (otherwise unforeseen changes will frustrate you)
- — Define the required standard in advance (how good does the other person need it to be?)

Avoid Letting Others Down



- — Be more non-committal when taking on extra work *'Leave it with me, and I'll have a look at it'*
- — Learn to look after yourself

Get More Done



- — Have a plan based on short bursts of intense activity
- — Remember that people get irritated by being chased
- — Set yourself early deadlines

Be Truly Strong



- — Tell people what's going on for you (they don't know)
- — Be braver about showing weakness and asking for help. (Get a grip on your driver)

Be Choosy About What I Go For



- — Count to 10 before volunteering
- — Think about **committing** to things. Only commit when you're sure that you can do the project justice



Coaching

Leadership Programmes

Assessment Centres

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