

You now know how to stop a person's Motivational Value System (MVS) or colour from your SDI booklet page 7, but how do you best communicate with them?

Blue

Effective style and focus

Be open, honest, one to one, personal, sincere, trusting and inclusive

Genuinely express feelings or concerns

Show regard for people and appreciation for others

Link benefits to their effect on others

Listen carefully and attentively, ask for their ideas, reactions, and feelings

Things to Avoid

Open or public completion, hostility, confrontation, negativity and arrogance

Being aloof, distant, or appearing disinterested

Dismissing or devaluing their helpfulness

Appearing to take advantage of people

Red

Effective style and Focus

Be clear, direct, positive and brief

Start with a goal or result and get to the point quickly

Identify opportunities and challenges

Have clear time frames, end results, benefits and relevant facts

Hear them out fully

Things to Avoid

Interrupting, indecisiveness

Wasting time, not getting to the point

Focusing overly on social matters, details or emotions

Withholding information that could affect goal or task accomplishment

Green

Effective Style & Focus

Remain objective, logical, and fair in control of emotions

Respect principles and procedures

Be prepared to present supportable facts calmly and methodically

Ask questions for added clarification and allow time for considered responses

Analyse the impact of potential decisions

Things to Avoid

Using broad, unsubstantiated statements or arguments based on emotion

Forcing opinions or help on them jumping to consultations, demanding guesses or estimates

Rushing discussions and leaving out detail

Trivialising the need for structure and plans

Hub

Effective Style & Focus

Be flexible, social able, playful and collaborative

Maintain an appropriate balance between process, people and goals

Include other people and recognise their contributions

Remain open to new ideas, options and possibilities

Examine the situation from multiple perspectives

Things to Avoid

Disregarding group camaraderie or opinions of others

Restricting the ability to change, insisting on only one approach or solution

Being strict, unyielding, domineering

Excluding people or being inconsiderate of others

Red- Blue

Effective Style & Focus

Be positive, enthusiastic, forward thinking

Demonstrate sincerity, compassion and decisiveness

Clearly state how goals will benefit others

Recognise the importance of results and the needs of others

Keep it simple direct friendly and action orientated

Things to Avoid

Being negative or refusing to get involved

Over-emphasising details

Disregarding the needs of others or taking advantage of others

Ignoring or diminishing their involvement or contribution

Red – Green

Effective Style & Focus

Demonstrate understanding of the situation and get to the point quickly

Have the facts available to support a winning strategy

Confidently communicate relevant facts that lead to justifiable action

Be challenging, realistic and open

Think strategically, logically and impartially

Things to Avoid

Emotional decision-making or personalising issues

Being passive, uninvolved, ambivalent or vague

Agreeing or acquiescing only for the sake of harmony

Resisting their logical solutions and related actions for emotional reasons

Blue – Green

Effective Style & Focus

Be calm, patient, open, and genuine

Be considerate and respectful of other's space and processing time

Ask their opinion before sharing your own, offer logical proposals without pushing too assertively

Emphasise principles and fairness

Recognise how the process will impact people

Things to Avoid

Bragging or being overly enthusiastic or confident

Being intrusive, confrontational or invading personal space

Pushing them to move ahead before they are ready

Forcing completion with others or appearing to take advantage of others