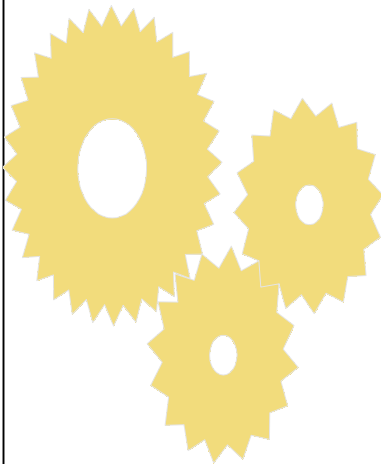


The Link Letter

January - March 2000 Issue

"Behavioral differences are key for a strong team."



Resource Link Corporation

Vox: 972-394-7111
 Fax: 972-394-6038
 DISC@resource-link.com

Building Stronger Teams Through Behavioral Diversity

The definition of a high performing team is a small group of people with complimentary skills who are equally committed to a common purpose, goal, and work approach for which they hold themselves mutually accountable. They are deeply committed to one another's personal growth and success as well as the success of the team goal.

It takes time, hard work and focus for a leader to develop a high performing team. In the workplace the team goals and objectives are usually well defined by business needs and demands. How often are the selection criteria for the team members equally well defined and thought through? Are the members evaluated for their behavioral strengths?

Incorporating behavioral diversity into the selection of team members helps ensure that a balance of strengths and weaknesses is achieved.

Once the team leader has created a behaviorally diverse team, the next challenge is to create an awareness and appreciation for each member's abilities. Then an open dialogue can occur where each member relies on the others' strengths. Their differences will pull them together rather than drive them apart. They are stronger as a whole, more cohesive, productive and produce better quality results.

Have you assessed the behavioral make up of your work team? Refresh yourself on the unique qualities that each behavioral style brings to a team by reviewing the chart below.



<p><u>D</u></p> <p>Bottom line organizer Results oriented Likes challenges Initiates activity Innovative</p>	<p><u>I</u></p> <p>Team player Motivates others Negotiates conflict Creative problem solver Thinks in terms of people impact</p>
<p><u>S</u></p> <p>Service-oriented Logical, methodical thinker Patient & empathetic Good listener Loyal team player</p>	<p><u>C</u></p> <p>Maintains high standards Comprehensive problem solver Objective Asks the right questions Gets the details</p>



General Behavioral Clues

The language of Behavioral Styles is a *silent* language. It is based on observable behavior. Here are a few general clues that can help you identify the behavioral style of another person.

STYLE	Body Language & Movement	Appearance
D	<ul style="list-style-type: none"> ◆ Maintains distance ◆ Leans forward slightly with weight on front foot ◆ May stand with one hand in pocket ◆ Maintains eye contact ◆ Uses linear hand movements ◆ Walks & drives quickly ◆ Precise use of <i>their</i> time 	<ul style="list-style-type: none"> ◆ Office: Efficient, large desk, awards ◆ Dress: Pricey, suited for action
I	<ul style="list-style-type: none"> ◆ Looks around frequently ◆ Animated gestures & facial expressions ◆ Stands with feet apart, may sway ◆ May keep both hands in pockets when not gesturing ◆ Walks casually sometimes bumping into things or weaving ◆ Time is fluid 	<ul style="list-style-type: none"> ◆ Office: Contemporary, memorabilia, disorganized ◆ Dress: Fashionable/designer, image conscious
S	<ul style="list-style-type: none"> ◆ Walks & drives at a relaxed/steady pace ◆ Stands one foot ahead & weight on back foot with hand on hip ◆ Moderate hand gestures ◆ Can be “poker-faced” ◆ Imprecise about time 	<ul style="list-style-type: none"> ◆ Office: Comfortable, homey, family photos, may be a little untidy ◆ Dress: Casual
C	<ul style="list-style-type: none"> ◆ Walks quickly & moves economically around obstacles ◆ Stands somewhat sideways with arms folded, may have hand on chin ◆ Few if any gestures ◆ Precise use of time 	<ul style="list-style-type: none"> ◆ Office: Neat, functional, organized ◆ Dress: Traditional, good quality

Announcing Assessments On-Line

Now your staff around the world can easily take the Behavioral Style and the Personal Interests, Attitudes and Values assessments by accessing the questionnaires via the Internet. Call today to get started.

