





TRANSFORMING TEAM COMMUNICATION





WITH SOPHIE PRESTON & CHRISTINA CHICORASKE
certified **GiANT** Guides.



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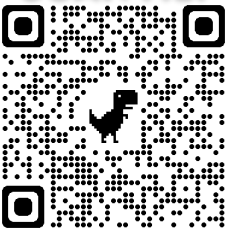
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SCAN ME!



Scan the QR code to access your IPMA dashboard to:

- Take the free assessment.
- Leave feedback.
- Submit your interest in becoming a GiANT Certified Catalyst.

Catalysts are individuals in your organization that receive GiANT certifications and are trained to systematically improve your organization from within.

My Voice Order: _____

DISCOVERING YOUR VOICE



NURTURERS

- Intuitively feel how an organization will react to a new idea.
- Defend values - people will always come before profit.
- Function as the relational oil inside teams and organizations.
- Are realists who ask, "Has this really been thought through?"
- Take genuine delight in celebrating the achievements of others and natural team players.
- Can become overly resistant to change and demonstrate passive-aggressive tendencies.
- Rarely value the contribution they make.



CREATIVES

- Are conceptual architects and love to think outside the box.
- Function as an "early warning radar system" for teams, often seeing the opportunities and dangers long before everyone else.
- Are never satisfied with the status quo - they inherently believe things can always be better.
- If the vision is compelling the word "can't" is not in their vocabulary.
- Often struggle with the fact that "people never seem to fully understand my ideas".
- Exhibit a strong social conscience and desire for personal and organizational integrity.
- Being perfectionists they can often fail to celebrate the 90% that has been achieved, focusing instead on the 10% that hasn't!



GUARDIANS

- Have a relentless commitment to asking the difficult questions.
- Will always seek to honor the past as teams look toward the future.
- Accept as personal the commitment to deliver projects on time and on budget.
- Have the ability to detach decision-making from personal sentiments.
- Are naturally risk-averse asking "is it worth the risk and investment?"
- Respect and value logic, order, systems, and repeatable processes.
- Their desire for truth and the right decisions can sometimes override the feelings of others.

DISCOVERING YOUR VOICE



CONNECTORS






- Are persuasive and inspirational communicators - rallying people to causes and things they believe in.
- Are incredibly resourceful - "Whatever we need, I can get it, or I have a source."
- Can maintain a large number of relationships.
- Know how to connect with people and their aspirations.
- Need appreciation and credit for making key connections - "Are you aware of what I've done?"
- Their people-pleasing tendencies mean they often struggle to bring effective challenge.
- Often struggle to hear or engage fully with critical feedback.



PIONEERS

- Approach life with an "anything is possible!" attitude.
- Visioning and shaping a scalable future is always the highest priority.
- Their strategic military thinking makes them incredibly effective at aligning people, systems, and resources.
- Winning is a massive driver, they hate to give up & will drive the team long after others would have given up.
- Are powerful communicators, using logic and rationality to provide an attractive and compelling vision of the future.
- The immature Pioneer can often appear very arrogant with a "me-focused" agenda.
- Quickly dismiss the contributions of those they don't believe to be competent or experienced.



Nurturer	Creative	Guardian	Connector	Pioneer
 Champion of... People, relational harmony, and values	 Champion of... Future ideas, innovation, and organizational integrity	 Champion of... Due diligence, resources, and efficient systems and processes	 Champion of... Relational networks, collaboration, and effective communication	 Champion of... Strategic vision, results- focused, and problem- solving
43% of the population	9% of the population	30% of the population	11% of the population	7% of the population
<i>Present Oriented</i>	<i>Future Oriented</i>	<i>Present Oriented</i>	<i>Future Oriented</i>	<i>Future Oriented</i>