

## Serving Up Difficult News

What is your influence style? The more you learn about your own and others' influence style, the better you will be able to adjust to meet the needs of others. Use the **Influencing Types Summary** hand-out to walk through the influencing style types, and then work through the **Influencing Style Map/Grid** as it pertains to any current situation for you.

### Influencing Types Summary

#### INFLUENCING STYLE TYPE

##### Harmonizer



#### MAJOR CHARACTERISTICS

1. Helpful, tolerant
2. Open and flexible
3. A quiet collector of information
4. Warm toward people
5. Likes to be imaginative and creative
6. Likes researching/ finding out

#### INFLUENCING BEHAVIOR

- Not overly assertive
- Tends not to be concerned about time
- Tends to interpret what they hear personally
- Might see some deadlines as unimportant
- Likes to bring people together

##### Visioner



1. Developer and investigator of ideas
2. Seller and promoter
3. Likes varied tasks
4. Quickly bored
5. Outgoing and future-focused

- Has high creative energy
- Likes to be resourceful
- Effective in a range of communication styles
- Independent-minded
- Likes to come up with good ideas

##### Orchestrator



1. Quick decision-maker
2. Likes to organize and arrange
3. Results-oriented
4. Analytically minded
5. Practical and down-to-earth
6. Likes planning ahead

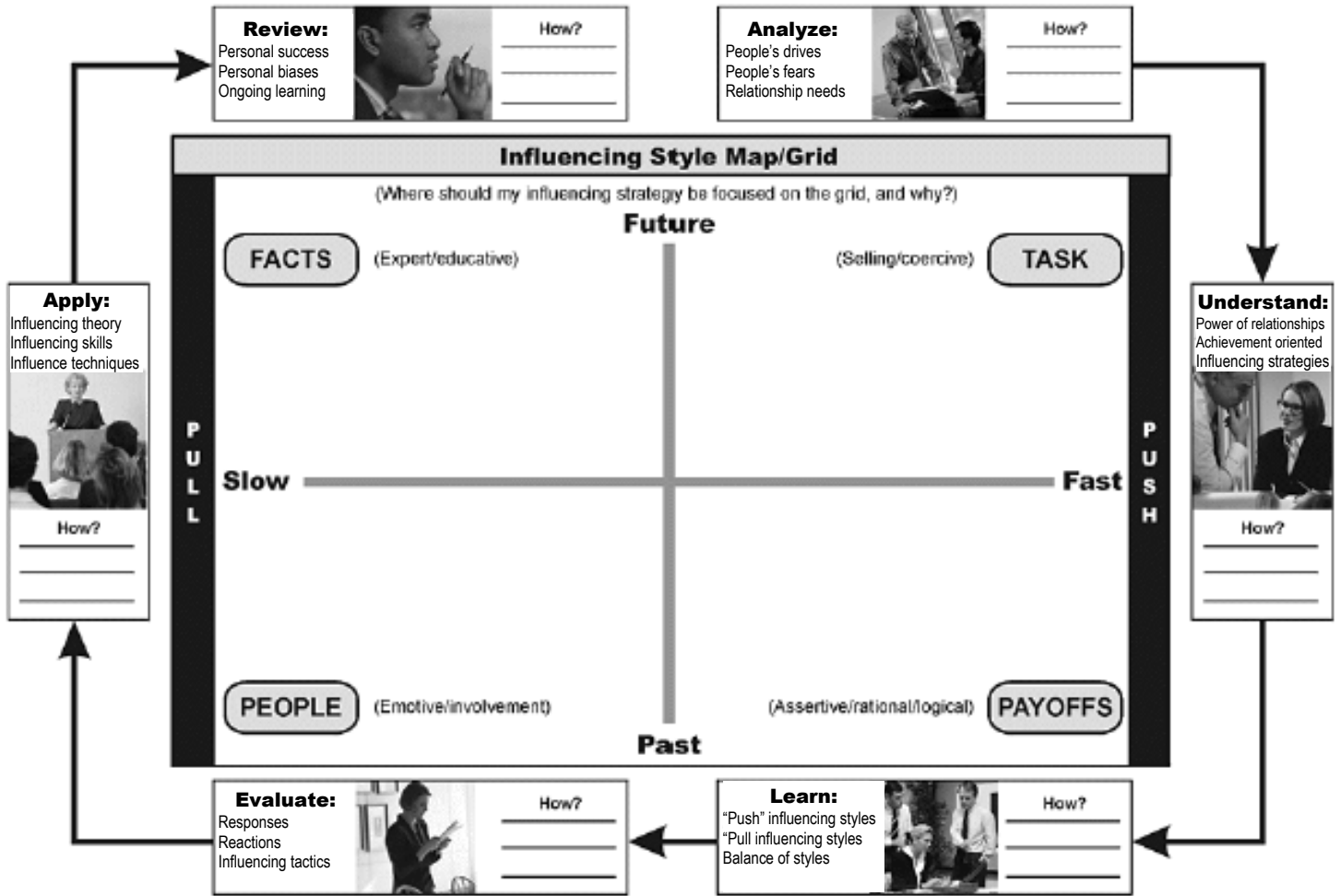
- Often exerts pressure
- Likes to make things happen
- Might overlook the feelings of others
- Can be very time-conscious
- Likes to achieve the task

##### Regulator



1. Good eye for detail
2. Strong on control and standards
3. Conservative
4. Strongly purposeful
5. Likes to complete things
6. Delivery-focused

- Tends to be quiet and reflective
- Can be meticulous
- Concentrates well
- Prefers order and system
- Likes to follow through



**My Action Plan:**

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