

The Platinum Rule: Adaptability plan



Based on my observations of their behaviours, using the openness and directness scale, I identify their main style as being – Dominance, Influence, Steadiness, Conscientious											
My main style:	Their main style:										
Thinking about the relationship, is there any tension, stress or discomfort?											
My perception of them	Their perception of me										
What might be the source? Eg conflicting priorities, pace, expectations, wants											
What will I stop, start, continue to build a productive, mutually beneficial relationship? Write these as action points, with a timeline											
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Who else could help you?											

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Adaptability doesn't mean mimicking another person's style. It doesn't mean abandoning your identity or your good business sense. It just means adjusting your openness and directness, your pace and priority, to make the relationship work.

Adaptability is simply being willing and able to bend a bit, to create a better relationship.

It's how to work better with a specific person, or in a certain situation. It means planning ahead and thinking before you act - not just doing or saying the first thing that comes to your mind. You do this already. Consider how you show a different side of yourself when you go to a work function than when you go to a friend's place for a BBQ. You likely act differently at the theatre versus the local pub.

You adapt because you recognise, consciously or unconsciously, that a different type of behaviour is called for to be successful. And you're right. You can sharpen that skill of knowing when and how to adapt if you choose. Here are some actions to try:

Being more open

- Show appreciation for another's contribution.
- Use friendly language.
- Explain your reasons.
- Share your feelings.
- Show interest in them.
- Be willing to go off topic.
- Allow extra time.

Being more self-contained

- Get right to the task.
- Avoid small talk.
- Keep to the agenda.
- Dial down your body language.
- Use formal language.
- Keep your distance.
- Provide evidence to back up your proposal / idea.

Reducing directness

- Be more considered with decisions.
- Speak and move at a slower pace.
- Do not interrupt or speak over someone.
- Ask more questions and listen carefully.
- Use neutral rather than judging language.
- Ask for and acknowledge other people's perspective or opinions.
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Being more direct

- Speak and move at a faster pace.
- Initiate conversation and decisions.
- Have an opinion.
- Provide recommendations.
- Use direct statements not roundabout questions.
- Increase eye contact.
- Face conflict openly, focus on the issue not the person.
- Increase eye contact

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