

Association for Coaching Group (February 2018)

What Makes People Tick! Working Styles With Melody Cheal

Working styles offers a useful model for looking at personality differences drawn from Transactional Analysis. There are five working styles and we all have each of them. Although we have all the working styles you will notice that some are more familiar than others and we often have a dominant working style. Your dominant working style usually becomes more obvious when you are under stress. Each working style has it's own characteristics that can be very useful, under stress we often "over-do" these characteristics turning them into an unhelpful behaviour. When a working style is unhelpful it is known as a driver.

Working styles underlie our belief systems and effect the way we interact and relate to other people. Often the people who most "push our buttons" are the people with different or opposite working styles to ourselves.

Although we tend to have a bit of each, most people dominate in one or two particular working styles and we may also use our working styles in a context dependent way. By becoming aware of your own working styles you can recognise when a working style has become a driver and learn to let yourself and others "off the hook". In doing so we can become more tolerant and effective in our interpersonal communication with others.

Our working styles, as the name would suggest, influence our approach to work and how we work within teams but also how we behave in all our relationships. The following definitions can be used to understand how each working style can be recognised.

Hurry Up

The behaviours associated with Hurry Up include achieving a lot in a short period of time, working well to a deadline, high productivity and the ability make quick decisions. The flip side can be a tendency to try to cram too much in, this leads to rushing around which in turn can lead to unnecessary errors.

In relating to others, people with a dominant Hurry Up speak quickly, often interrupt others or finish their sentences and may appear impatient. Conflict for this person could be triggered by perceiving others as taking to long to complete things, speaking slowly or holding things up.

Be Perfect

Accuracy, reliability, attention to detail and being well organised are just some to the positive aspects of Be Perfect behaviour. The weaknesses again tend to surface when a person is under pressure including tendencies towards perfectionism, taking too long focusing of detail and then losing sight of the bigger picture.

In relating to others in teams a dominant Be Perfect may result nagging, intolerance and a lack of trust in the ability of others to perform. Conflict will arise particularly around perceiving others as not reaching high standards which are often either unrealistic or by not accepting that sometimes perfection is not required. There will be a reluctance to forgive mistakes made by others. A person with this dominance will also be hard on themselves for making mistakes.

Please People

In many ways the Please People working style provides the most team focused of the behaviours by showing interest in others, being sensitive people's needs and being quick to offer help. An individual with this as a dominant will put a lot of effort into maintaining relationships. Seeking approval, fear of upsetting others and a lack of assertiveness can cause problems within teams because the individual avoids speaking up even when there is a good reason to. A person with this dominant may also indulge in "mind reading". Sometimes this will be seen as helpful but at other times it will result in duplication or unnecessary work.

Within the team this behaviour has many benefits however if the focus is just on relationship sometimes the task goals can be overlooked.

Try Hard

The characteristics of the Try Hard working style are analytical, enthusiastic, creative and a seeker of challenge. All very positive useful traits, however there can be a tendency to be easily distracted or bored. A person with this dominant may find it hard to complete tasks and may spread themselves too thinly.

Within a team this behaviour can be very motivating when a working style but can cause conflict when a driver. Someone with a dominant Try Hard will find perfectionism irritating and will not want to spend time planning. This person would far rather "fly by the seat of the pants". Such behaviour can be very uncomfortable to others.

Be Strong

The personal qualities of this working style result in a person who is calm under pressure, strong, reliable, someone who can be depended on. Their emotional detachment is sometimes perceived as unfeeling and a person with this dominant finds it very difficult to ask for help.



The least team orientated working style, this person prefers to work alone and will not let people know if they are finding it hard to cope. They will find the relationship side of team building uncomfortable and will often seem quite withdrawn.

Which Working Style(s) best describe you?

What Working Style do you use the least of?

What skills do you need to develop?

What do you need to be aware of in your interpersonal relationships?

Upcoming Events

Core Transformations

26th to 28th March 2018

Free One Training in NLP

24th April or 21st June 2018

Coaching with Transactional Analysis:

Association for Coaching Accredited

Starts 23rd to 25th May 2018

NLP Diploma (including free one day workshop)

24th to 27th April 2018

Certified Hypnosis Intensive (NLP Practitioner or similar pre-requisite)

15th to 20th April 2018

Certified Advanced Hypnosis & Hypnosis Trainer's Training

Starts 14th July 2018

NLP Master Practitioner (Practitioner pre-requisite)

Starts 14th September 2018 (modular)

Supervision Group for Coaches, NLP Practitioners and Hypnotherapists

Monthly group, register with Melody for details

NLP Trainer's Training (Master Practitioner pre-requisite)

Starts 28th July 2018 (modular)

Evening Practice Groups

7pm to 9pm (Saturday Morning sessions return in the autumn)

15th April

Training with
GWizNLP
inspiring natural potential

www.gwiznlp.com

www.gwiztraining.com