

Talkers vs. Doers: How Personalities Affect Decision-Making Processes

Series 3: 15.7 (5%)

Series 2: 15.8 (25%)

*Cohousing Conference
June 14, 2008
Liz Logan*

Series 4: 15.8 (25%)

Series 1: 15.8 (25%)

Talkers vs. Doers slides

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Please call or write if you have any questions about it, or would be willing to let me know how it was received by the community. I'd love to hear from you!

770.527.7075 ~ liz@lizlogan.com

www.lizlogan.com

Four Processing Styles

Feeling/ Experiencing

Series 3: 15.7 (25%)

Series 2: 15.8 (25%)

Doing

Experimenting

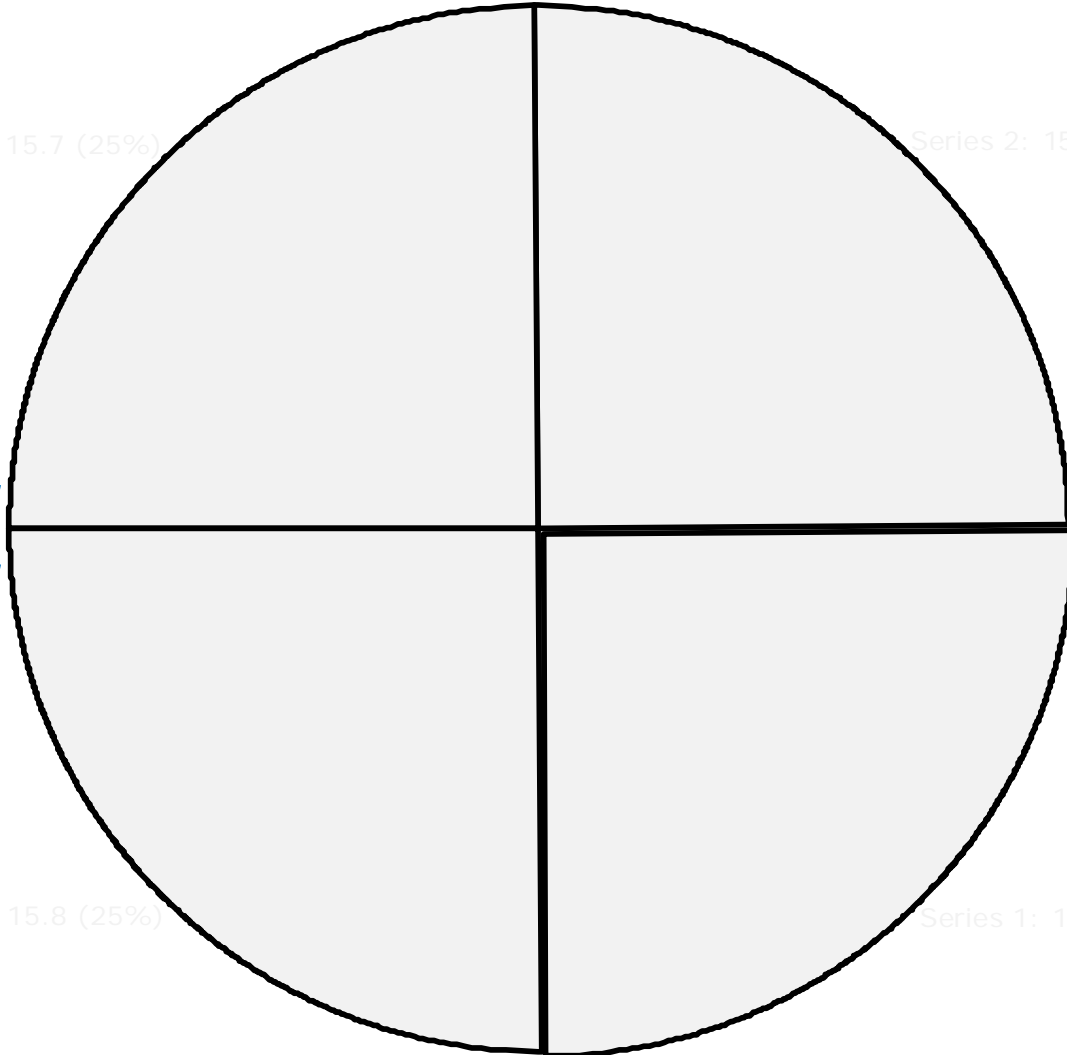
Observing

Reflecting

Series 4: 15.8 (25%)

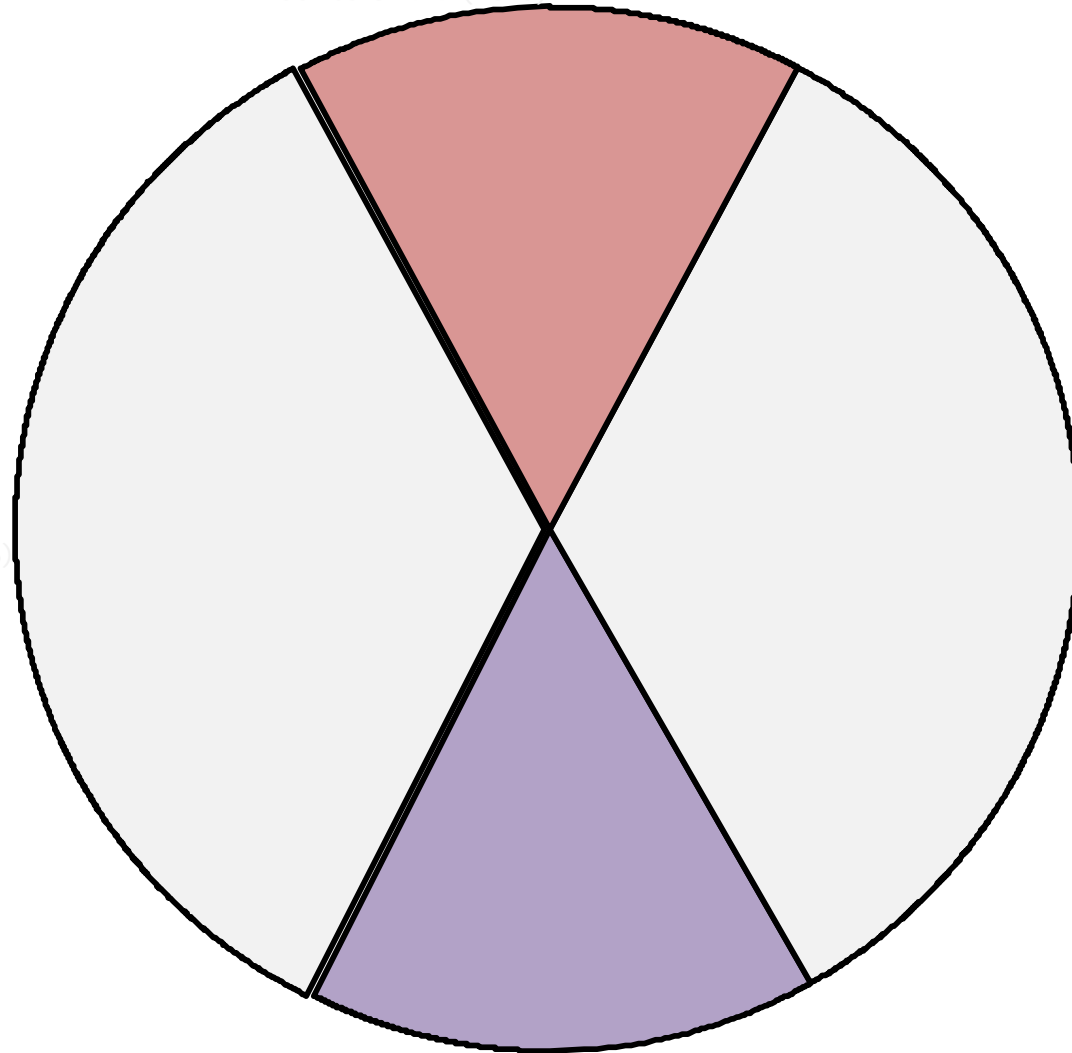
Series 1: 15.8 (25%)

Thinking/ Theorizing



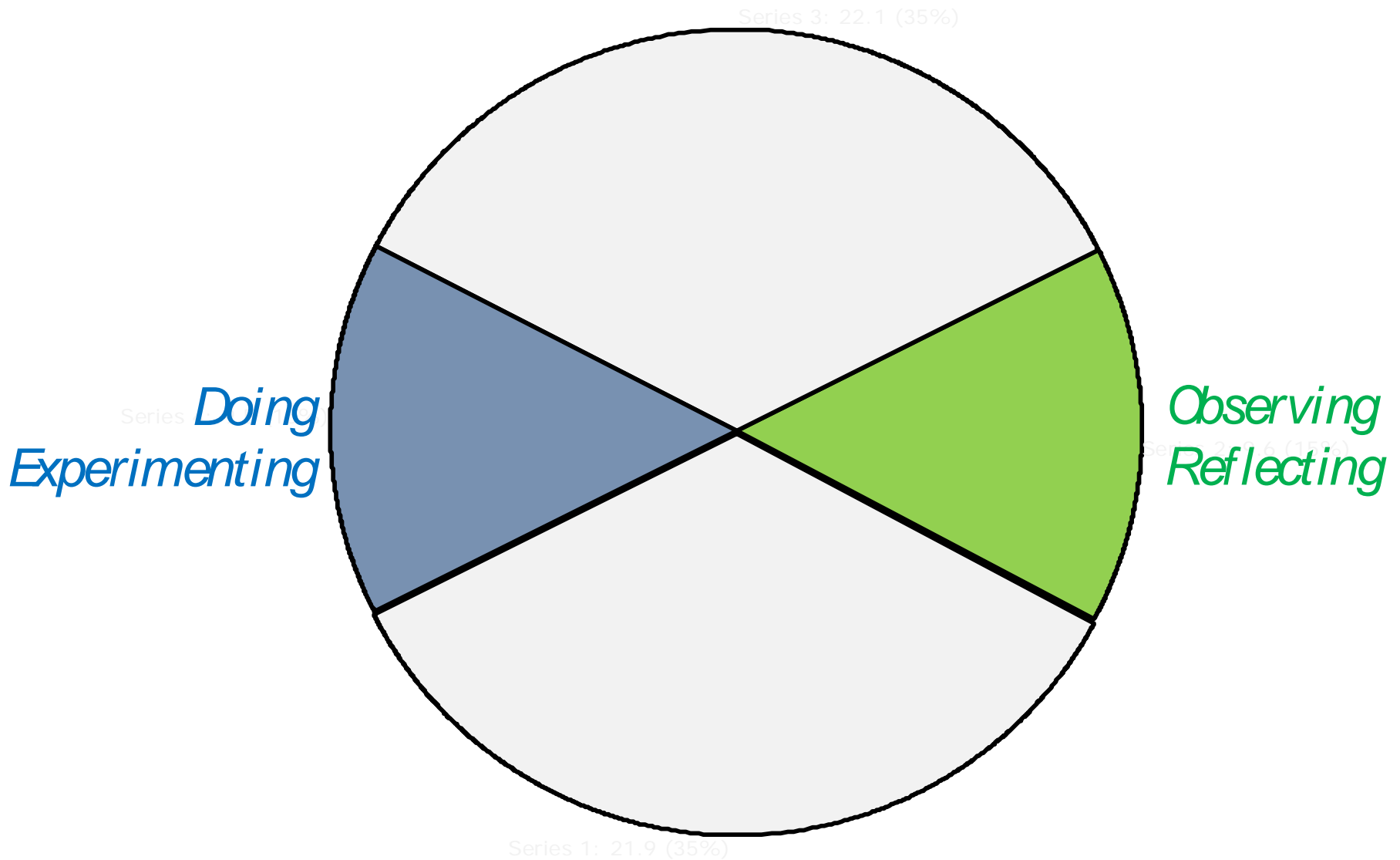
How do you engage with information?

Feeling/ Experiencing



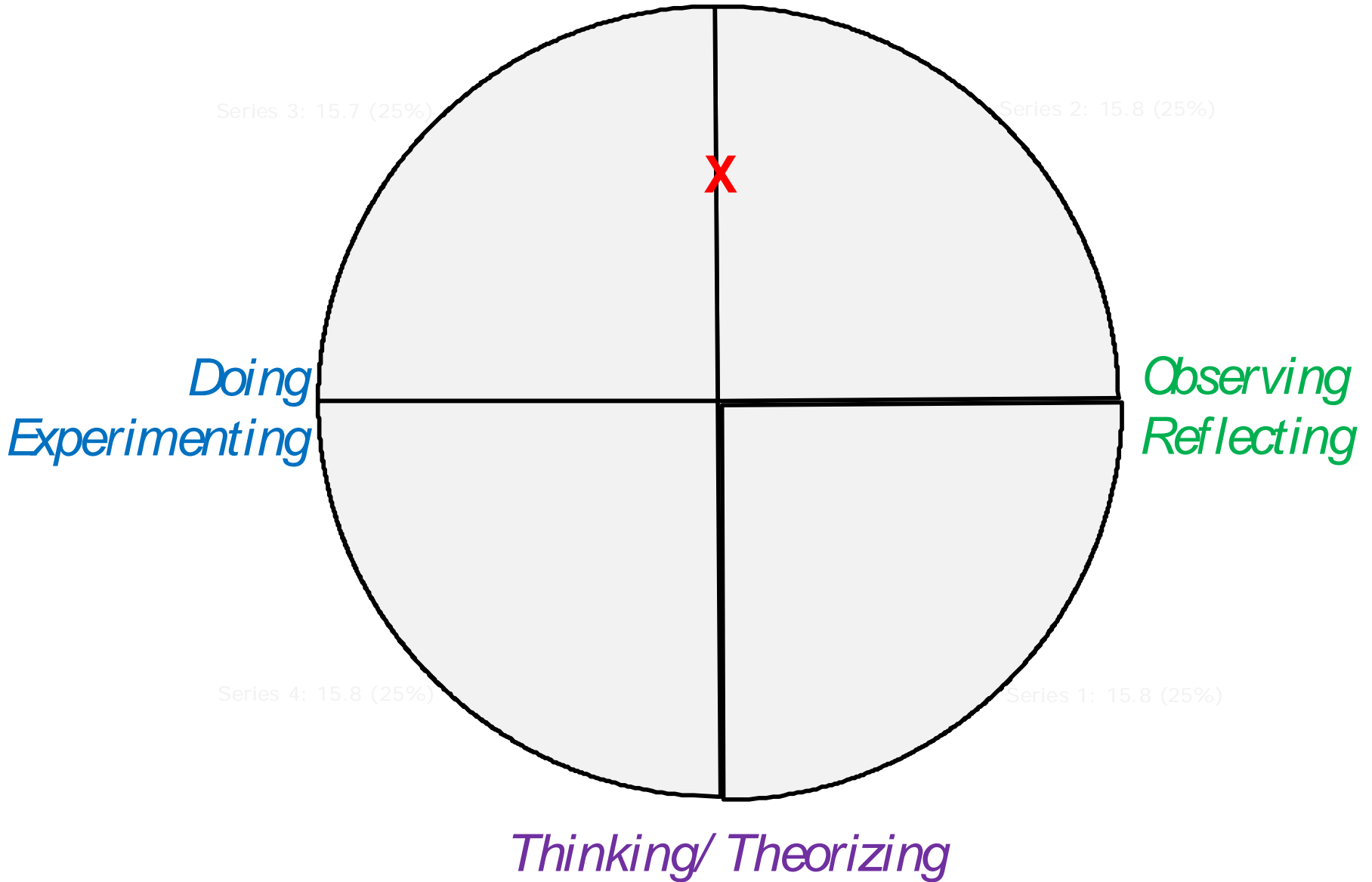
Thinking/ Theorizing

How do you internalize information?



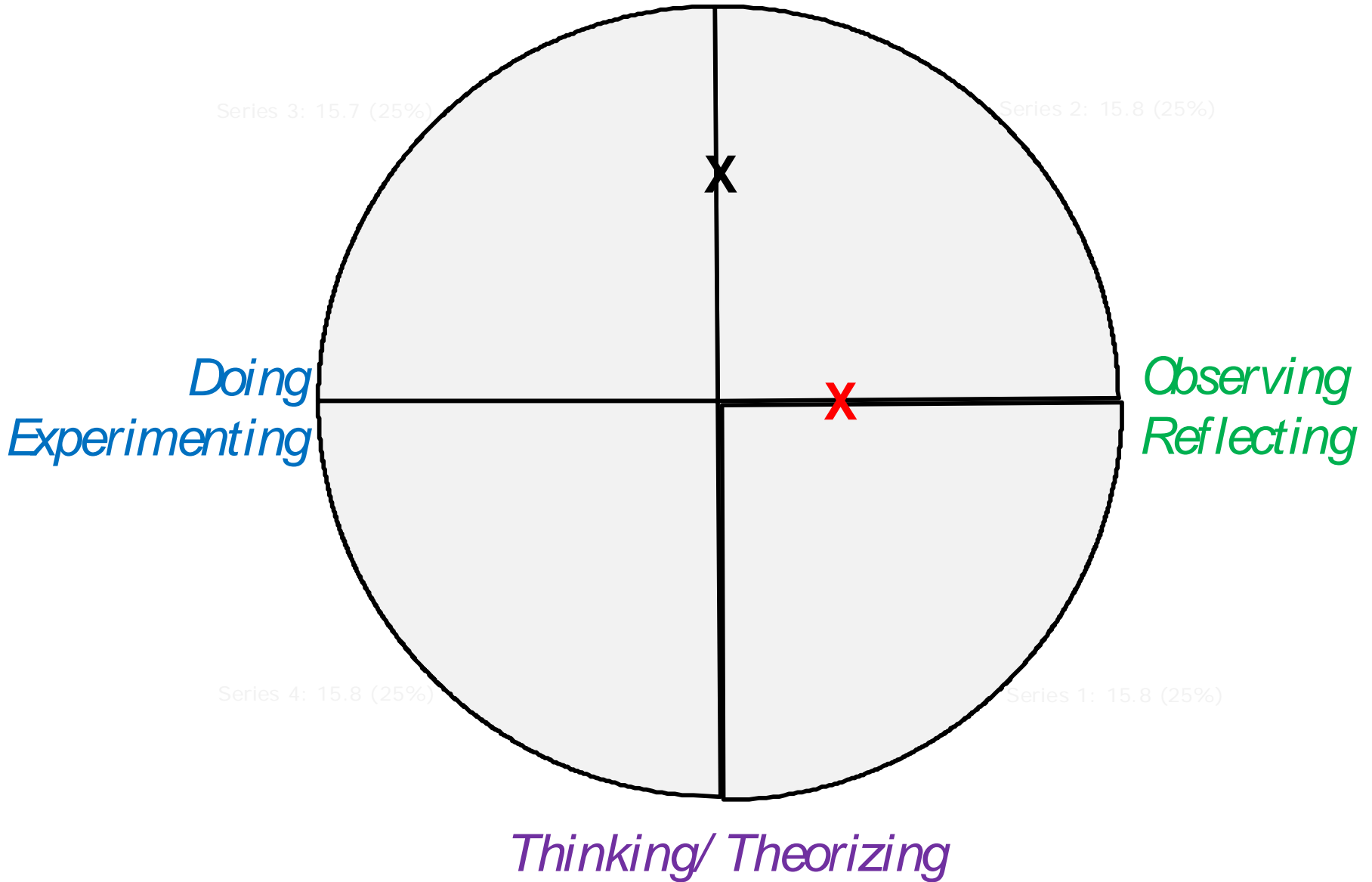
Feeling/ Thinking Axis

Feeling/ Experiencing



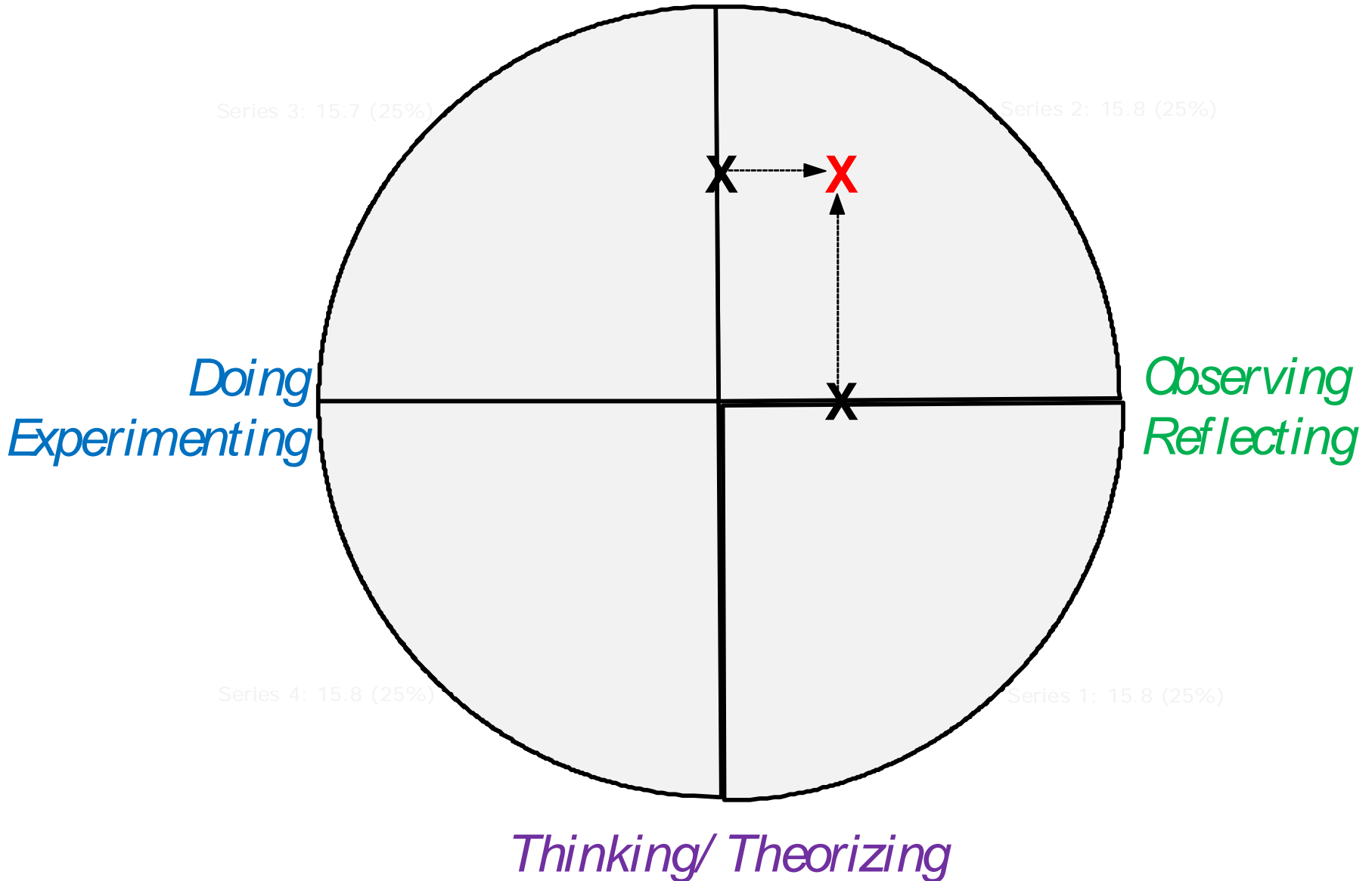
Doing/ Watching Axis

Feeling/ Experiencing



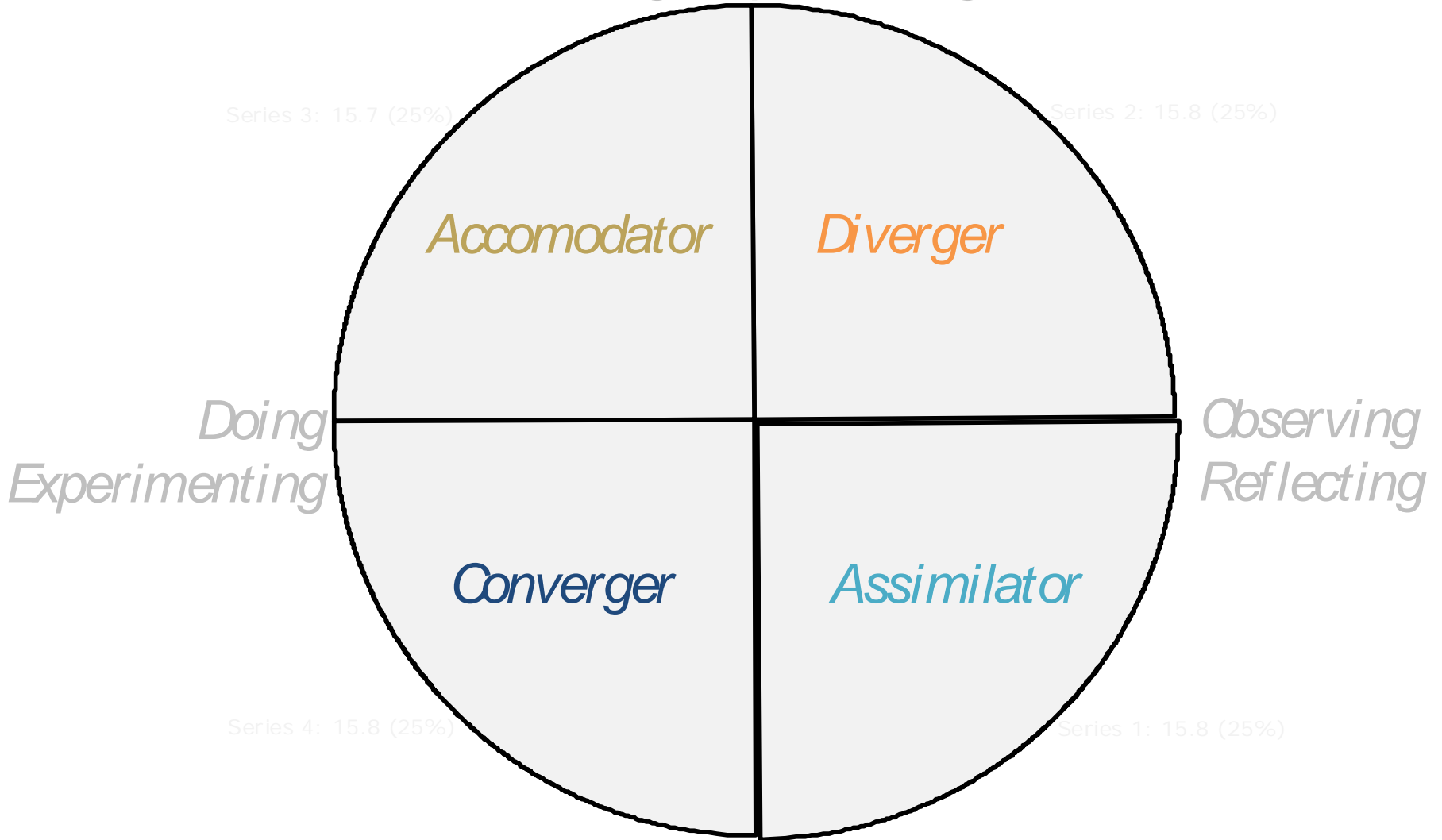
Determine your Quadrant

Feeling/ Experiencing



Four Quadrants

Feeling/ Experiencing



Thinking/ Theorizing

Diverger

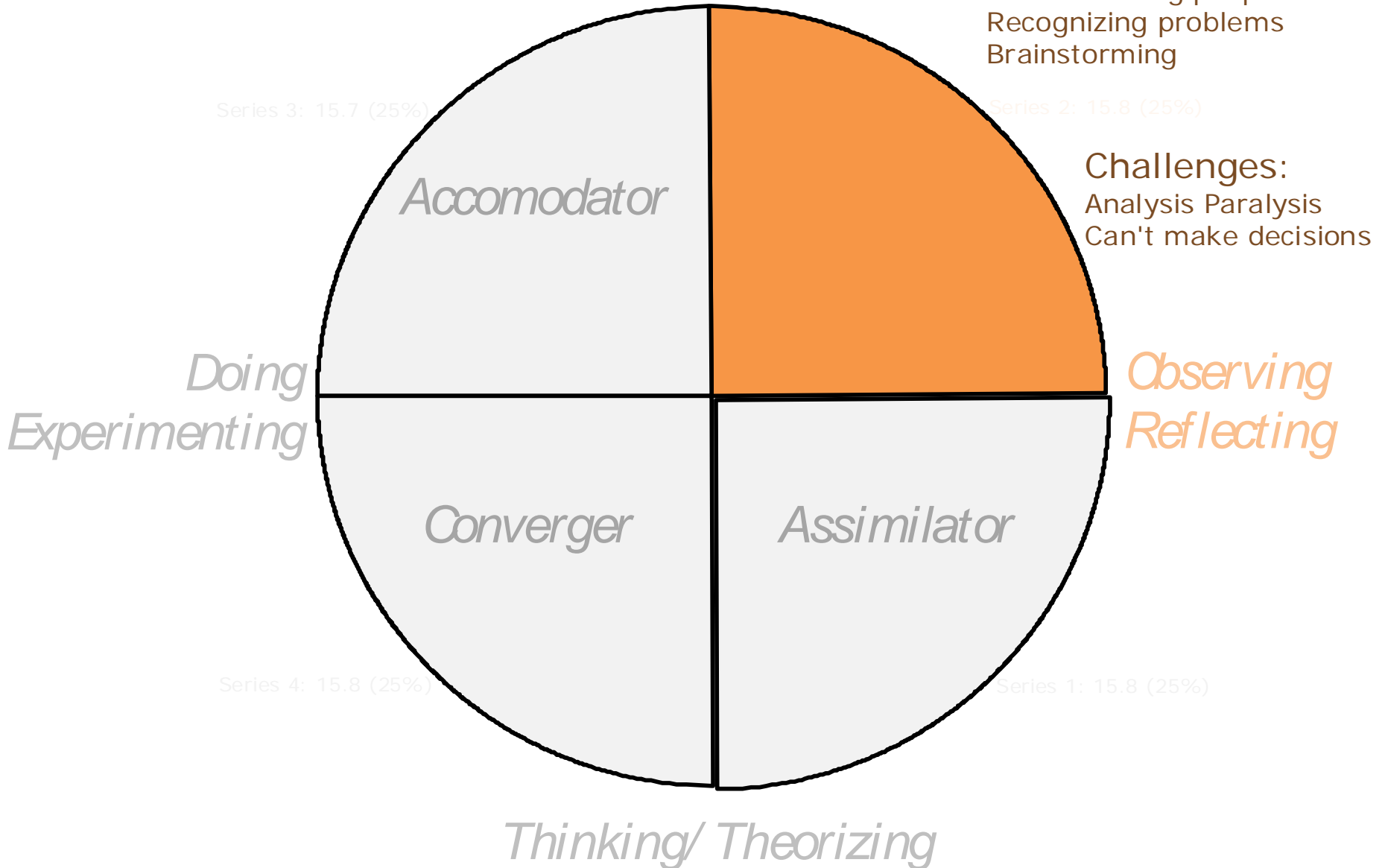
Feeling/ Experiencing

Strengths:

- Imagination
- Understanding people
- Recognizing problems
- Brainstorming

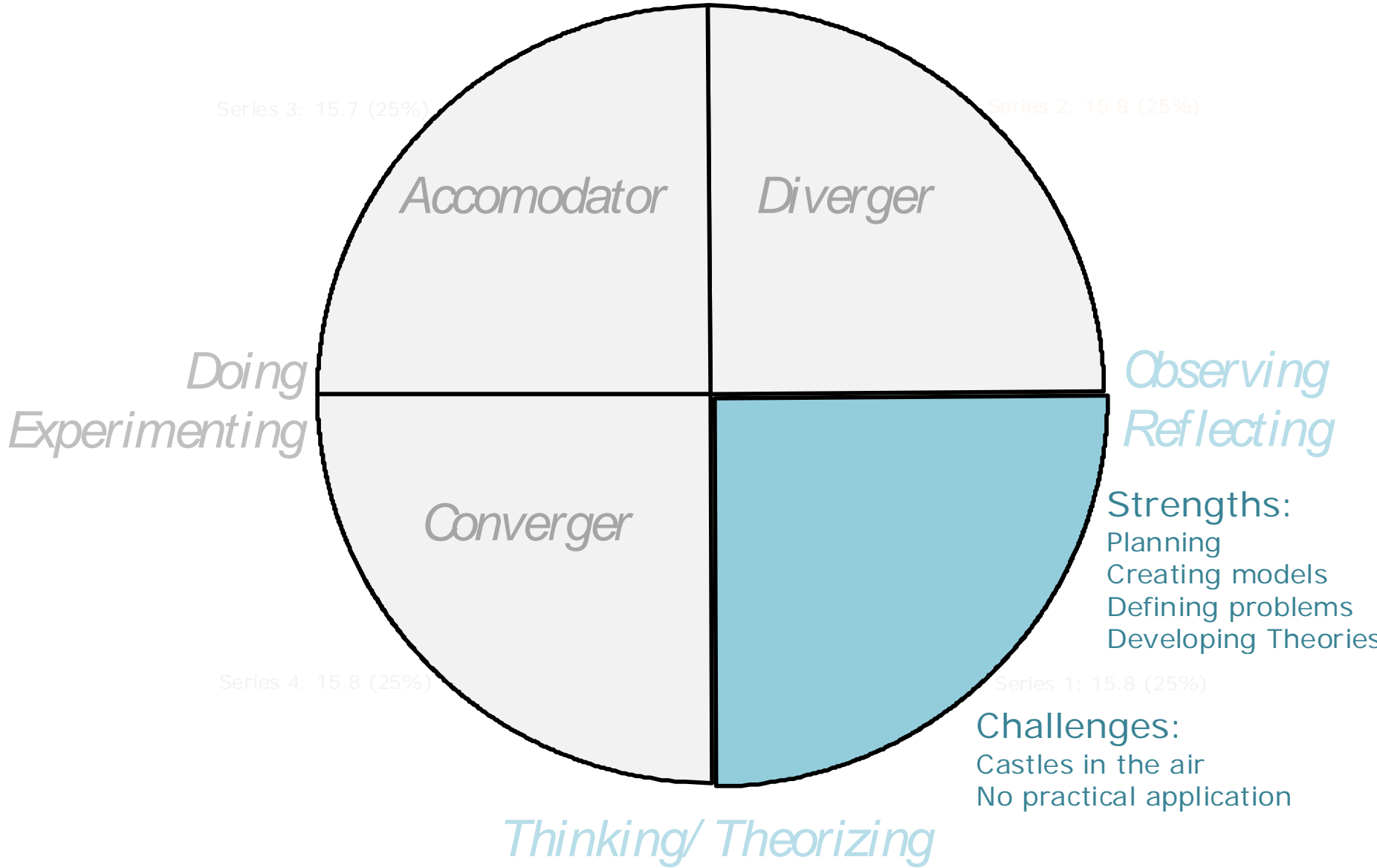
Challenges:

- Analysis Paralysis
- Can't make decisions



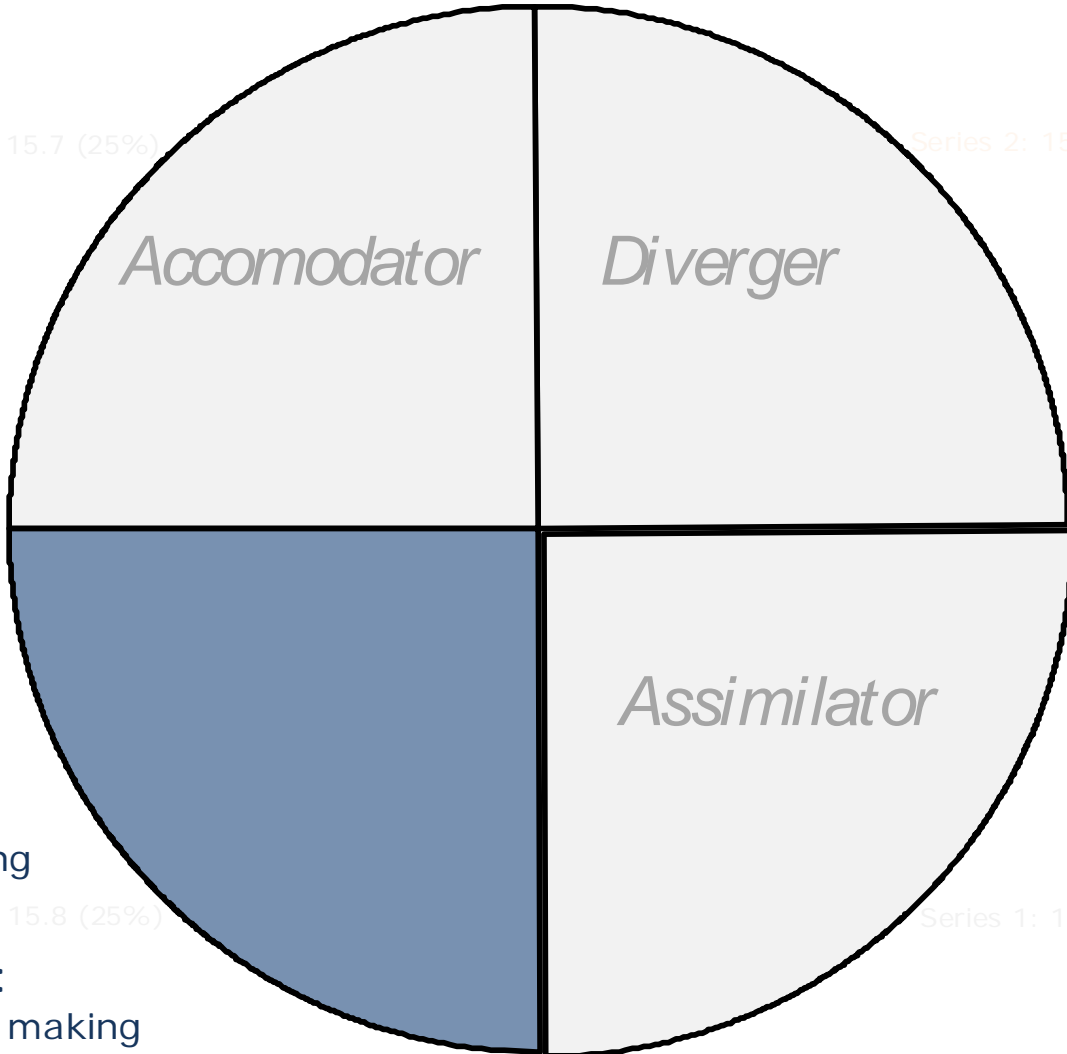
Assimilator

Feeling/ Experiencing



Converger

Feeling/ Experiencing



Accomodator

Diverger

Doing

Experimenting

Observing

Reflecting

Strengths:

Problem solving
Decision making
Defining problems
Deductive reasoning

Challenges:

Hasty decision making
Solving the wrong problems

Assimilator

Thinking/ Theorizing

Accommodator

Feeling/ Experiencing

Strengths:

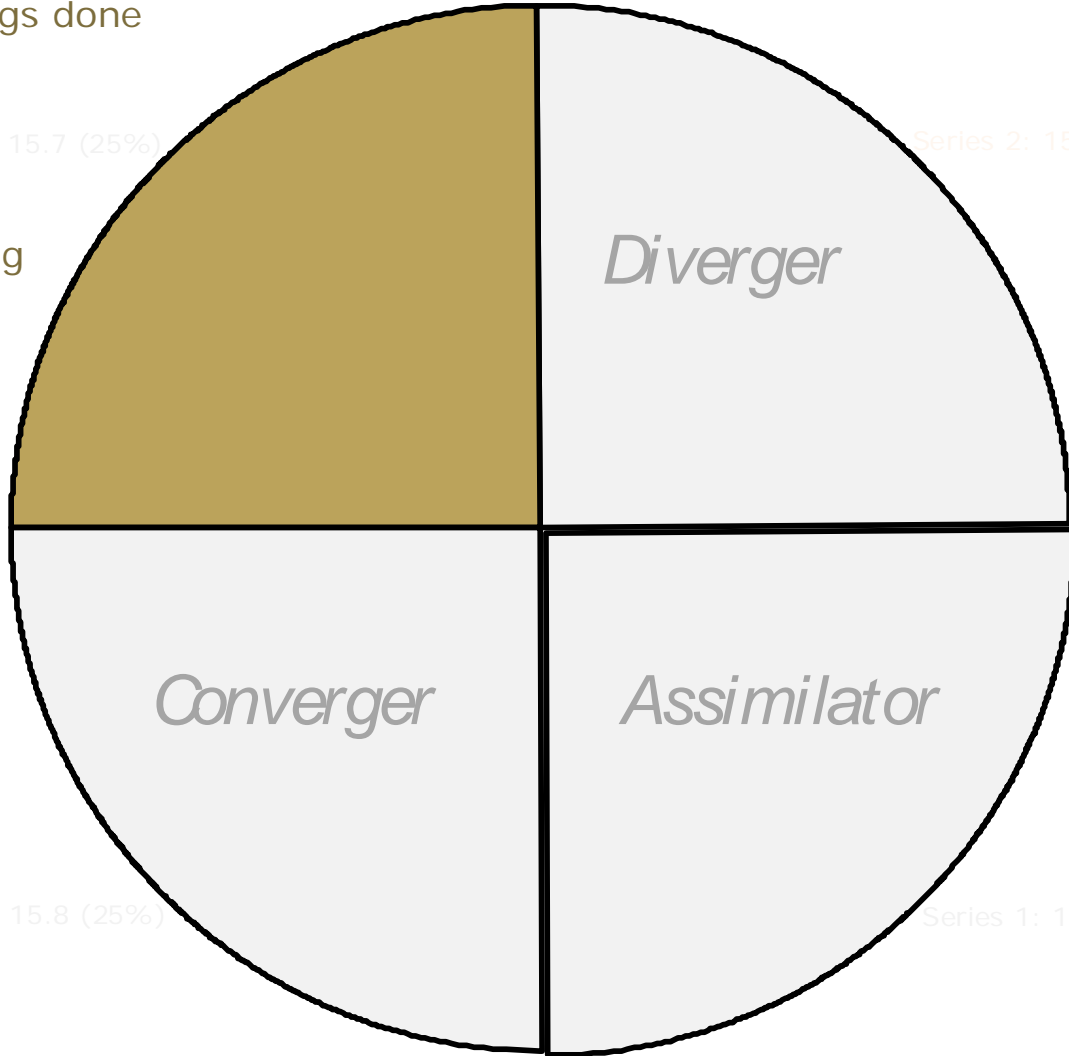
- Adapting to the situation
- Getting things done
- Risk taking
- Leadership

Series 3: 15.7 (25%)

Challenges:

- Doing the wrong thing
- Ignoring the team
- Busywork

*Doing
Experimenting*



*Observing
Reflecting*

Thinking/ Theorizing

The Learning Cycle

Have an experience
(start here)

*Reflect on
the experience*

Come up with a theory
(hypothesis)

*Try out
your new
understanding*

Series 3: 15.7 (25%)

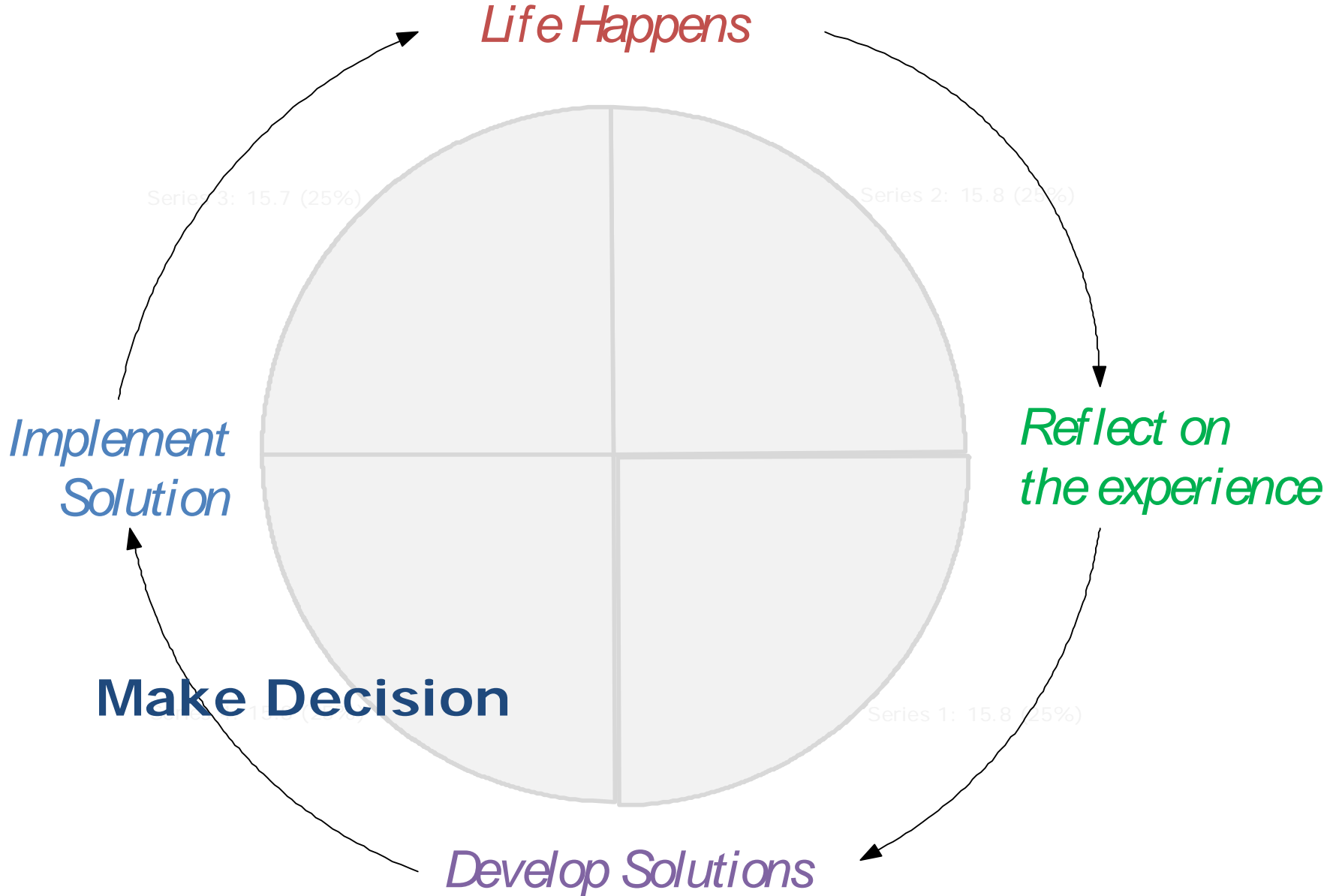
Series 2: 15.8 (25%)

Series 4: 15.8 (25%)

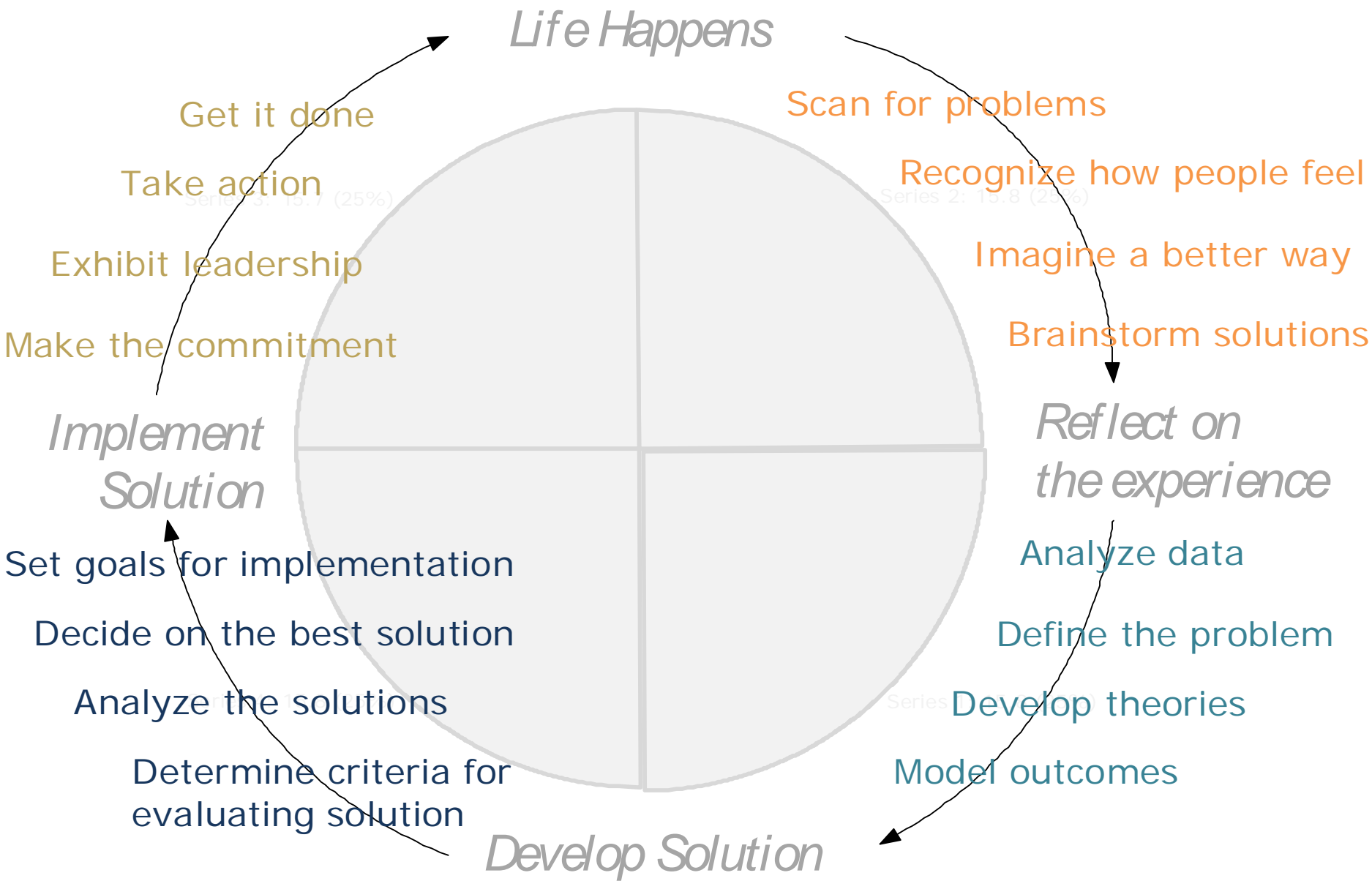
Series 1: 15.8 (25%)



The Decision-Making Cycle



The Decision-Making Cycle



In a Nutshell...

Life Happens

Series 3: 15.7 (25%)

Series 2: 15.8 (25%)

Act

Brainstorm

*Implement
Solution*

*Reflect on
the experience*

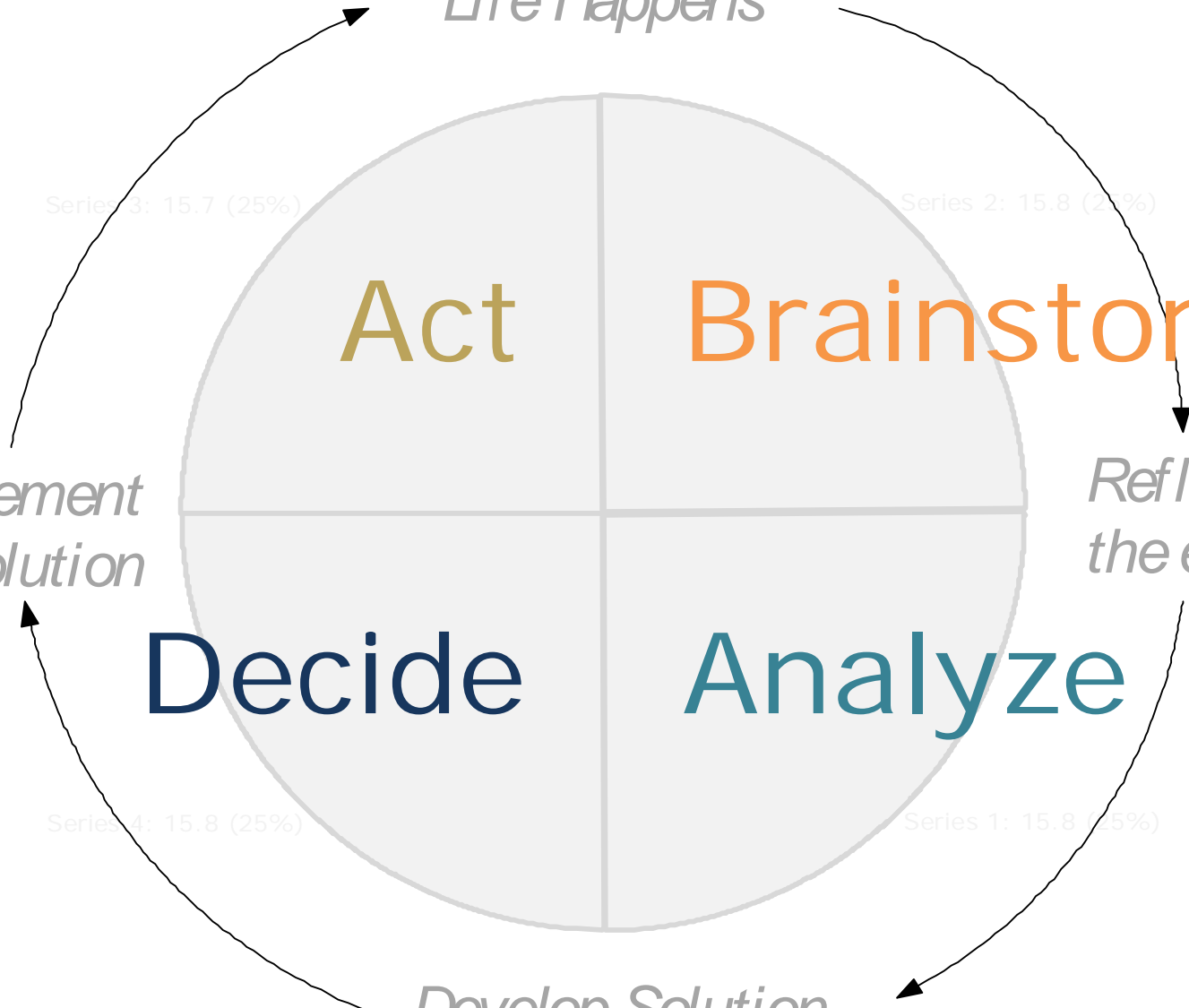
Decide

Analyze

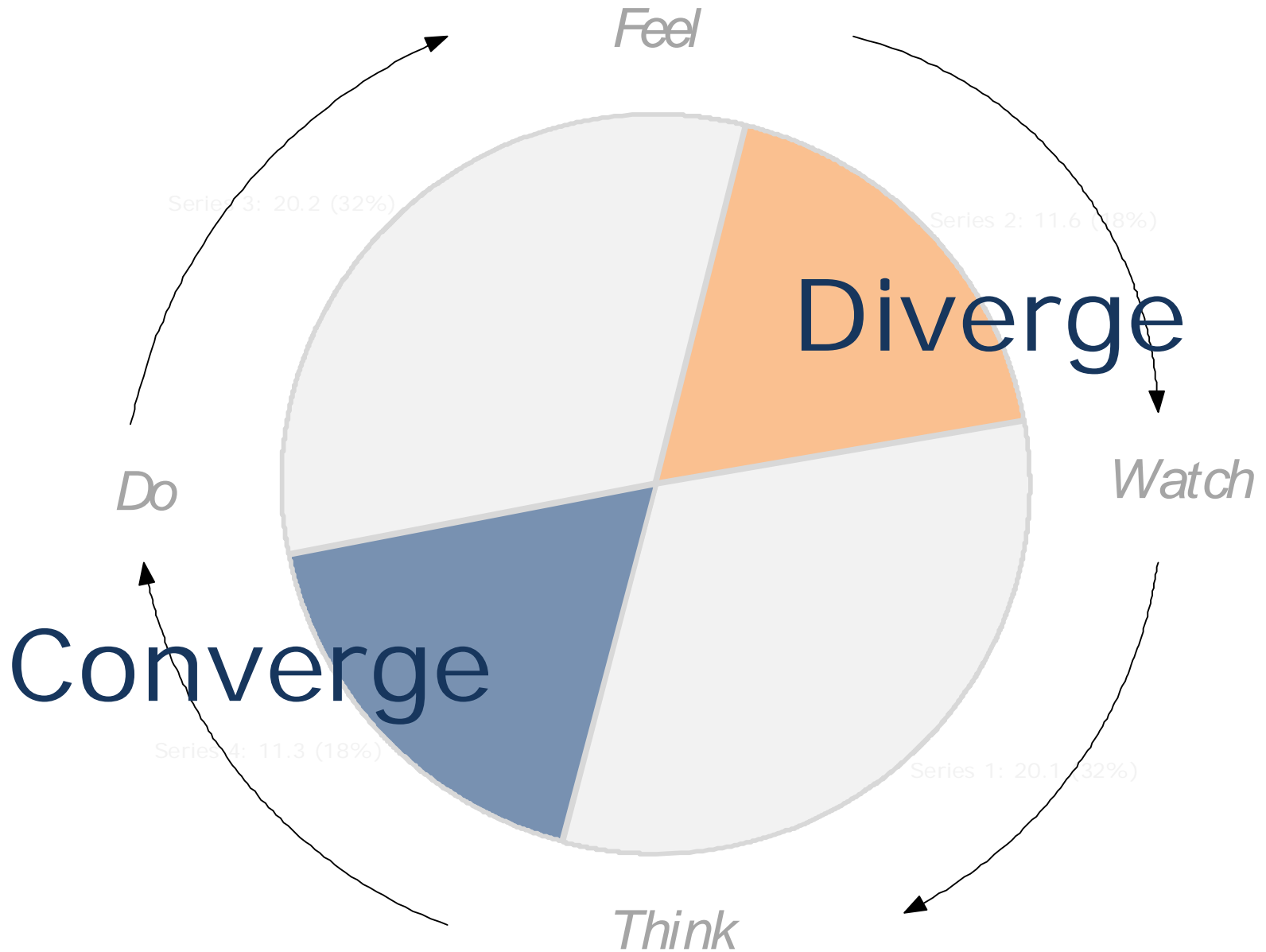
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Develop Solution



The Heartbeat of the Process



Key Points

Some processing styles favor planning, some acting; both are valid.

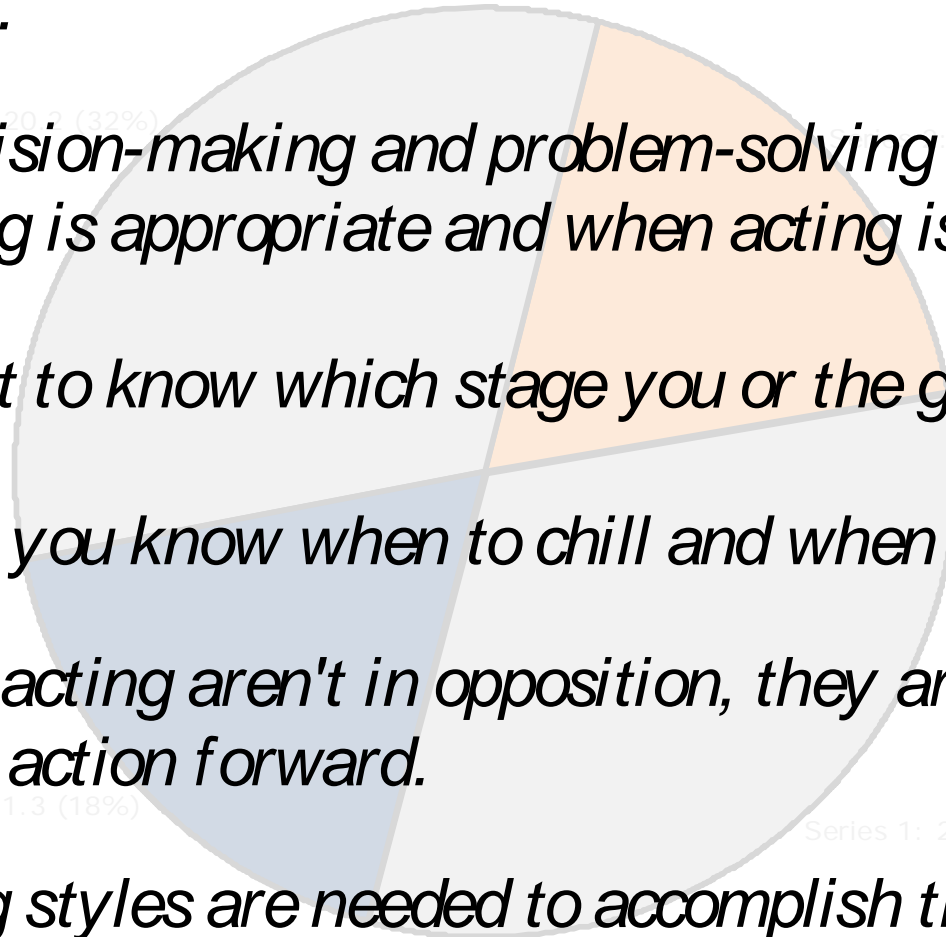
Learning, decision-making and problem-solving have stages when planning is appropriate and when acting is appropriate.

It is important to know which stage you or the group is in.

This will help you know when to chill and when to shine.

Planning and acting aren't in opposition, they are the two beats that drive the action forward.

All processing styles are needed to accomplish the group's goals.



Resources

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*for more about David Kolb's Learning Style Inventory:
www.businessballs.com/kolblearningstyles.htm*

*do the inventory online for \$15.00
www.haygroup.com/uk/Diagnostics/index.asp?id=2900*

*I am a Genuine Contact Professional:
www.dalarinternational.com/genuine_contact_program.html*

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*my website:
www.lizlogan.com/*

Series 4: 15.8 (25%)

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*lets stay in touch!
liz@lizlogan.com*