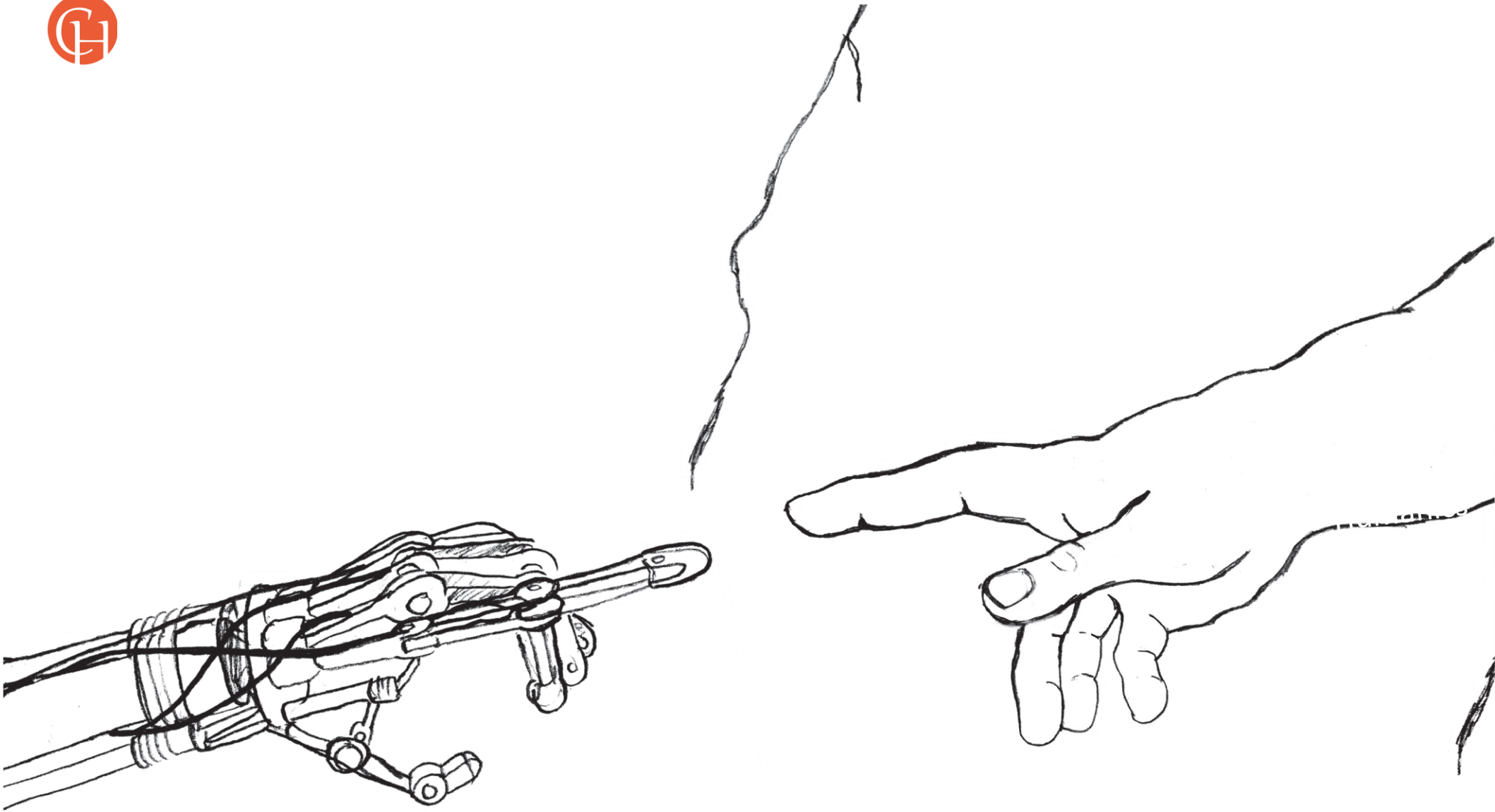




The hard value of soft skills

9th September 2022

Radisson Hotel Golden Lane



PEOPLE • PURPOSE • PASSION • PERFORMANCE





Adversarial system



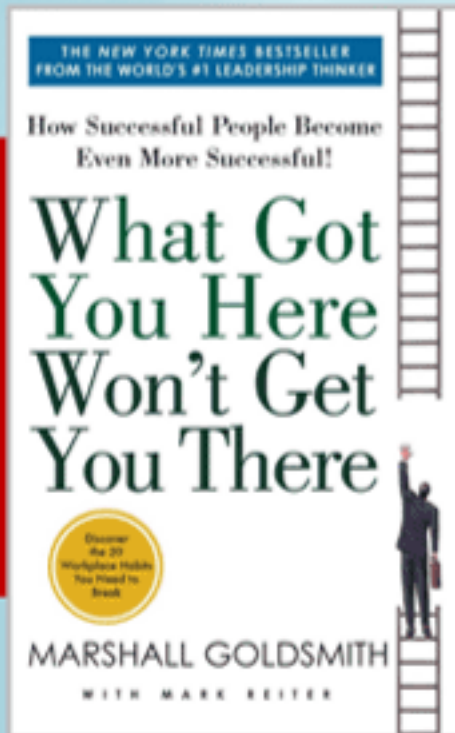
It's a VUCA world



The Future may bare little resemblance to today



What Got You Here Won't Get You There



Book Summary

“That’s the paradox of success: [The] beliefs that carried us here may be holding us back in our quest to go there.”

—Marshall Goldsmith







Break out session (10 mins)

**How relevant is the video to
your world?**

Views / thoughts/challenges



REGAL

MaintenX



Key idea behind the LSI



How effectively you live your life is directly related to how you think. Your thinking influences :



Your goals, what you aim to achieve, how you accomplish it and the results you get



Your ability to cope with stress – challenges and obstacles in life



Your relationships – ability to form healthy positive relationships

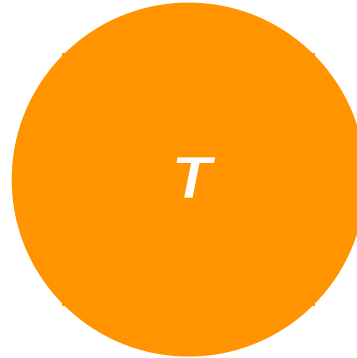


Your Influence – ability to gain enthusiastic support of others



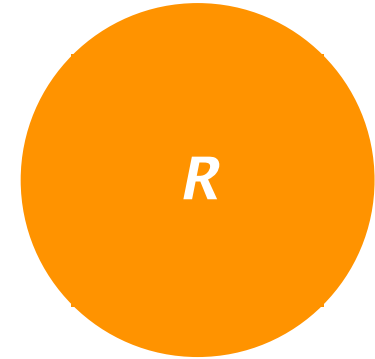
**Stimulus
(poke)**

**Event
Circumstance
situation**



Thought

**Conscious
Unconscious**



Response/Impact

**Appropriate
Inappropriate**

*How we think about/interpret situations
influences our reaction/response*



The logic...

Become aware of how you unconsciously think (default)



Understand why you behave the way you do



Identify what thinking/behaviour works for you and what doesn't



Change your thinking/behaviour to become more effective



Effectiveness
measured against
a global norming
group of 14,000 -
effective
individuals



Stronger
relationships

Achieve
higher results



Promoted
more often



Longer &
healthier life



Higher salary

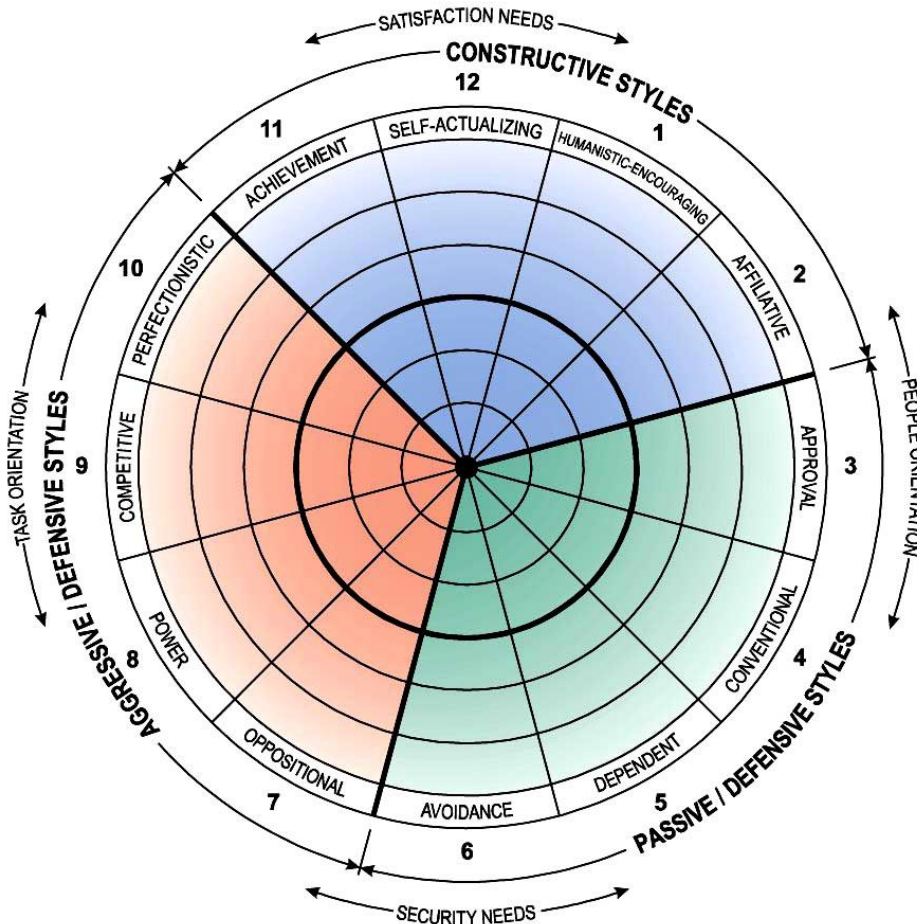


Lower stress



12 thinking styles

Measures 12 specific styles or patterns of thinking and behaving that can either contribute to or detract from leading effectively





Maintain personal integrity
Emphasize quality

Work toward self-set goals
Take on challenging tasks

12

Develop others
Resolve conflicts constructively

1

Set unrealistic goals
Take care of every detail

10

Try to look good
Outperform others

9

Stay on the offensive
Maintain tight control

8

Look for mistakes
Stay aloof and detached

7

"Lay low" when things get tough
Stay away from problems

6

Wait for others to act first
Be a good follower

5

Resist ideas that are different
Follow policies and practices

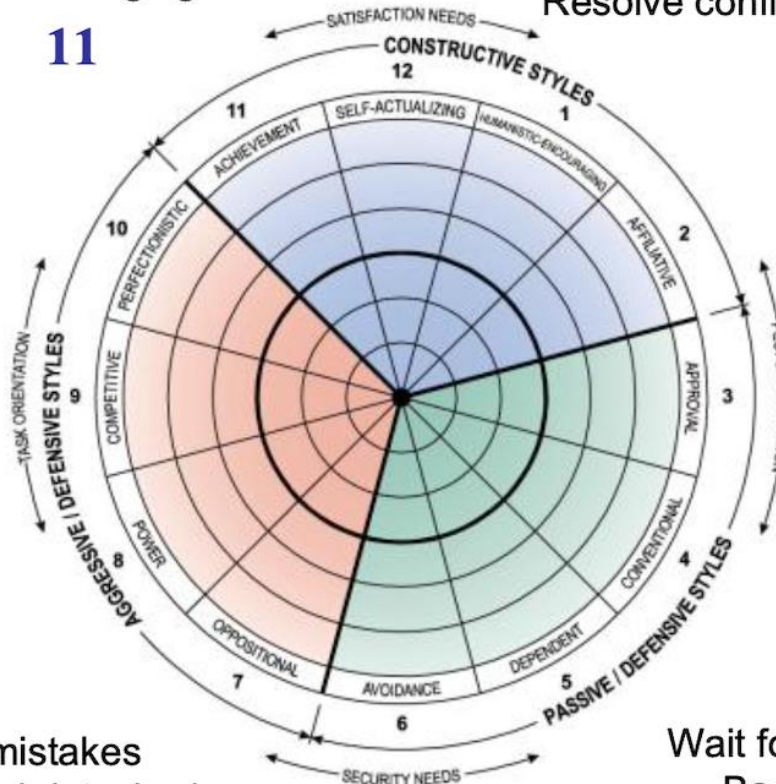
4

Set goals to please others
Agree with everyone

3

Cooperate
Be friendly

2



Research and development by Robert A. Cooke, Ph.D. and J. Clayton Lafferty, Ph.D.
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Interacting with *people* in ways that will not threaten their own *security*.

Related to external locus of control, marked by passive avoidance as a defensive strategy.

High scores indicate needs for approval and acceptance to feel worthwhile; self-worth determined by others.

Brain state of low creativity



Approaching *tasks* in forceful ways to protect their status and *security*.

Related to using aggressiveness as a defensive strategy and tends to be associated with what is commonly called "Type A" behavior.

High scores can lead to symptoms of strain and indicate a need to reevaluate one's approach to work, people, and life.

Potential Brain state of creativity but not sustainable



Interacting with others and approaching tasks in ways that will help them to meet their higher-order satisfaction needs.

Related to internal locus of control, a concern for growth and development, and positive strategies for addressing people and tasks.

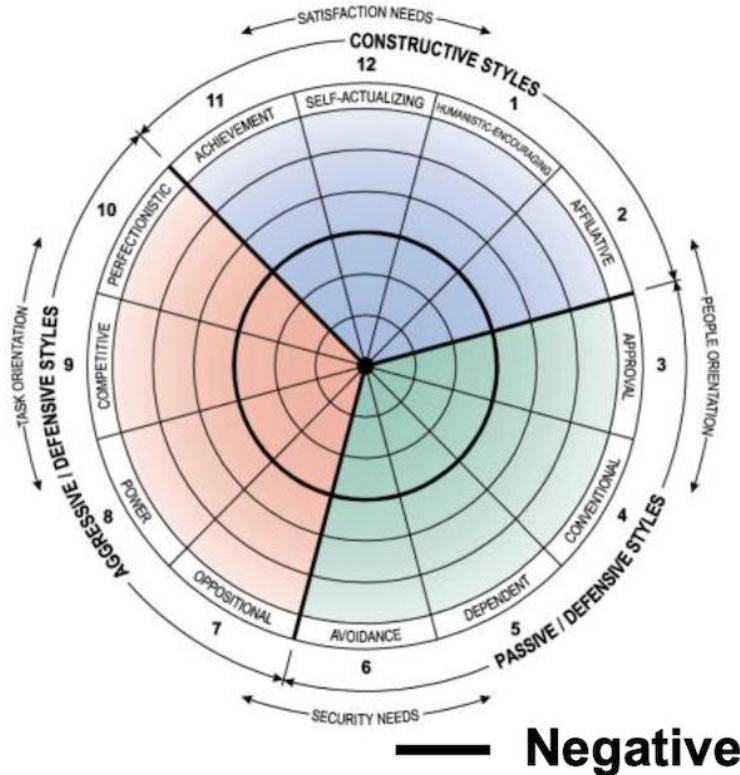
High scores indicate a well-balanced person who enjoys both tasks and people--someone who is goal-oriented, Confident yet patient and cooperative

Brain state of high creativity



+ Positive

? Variable



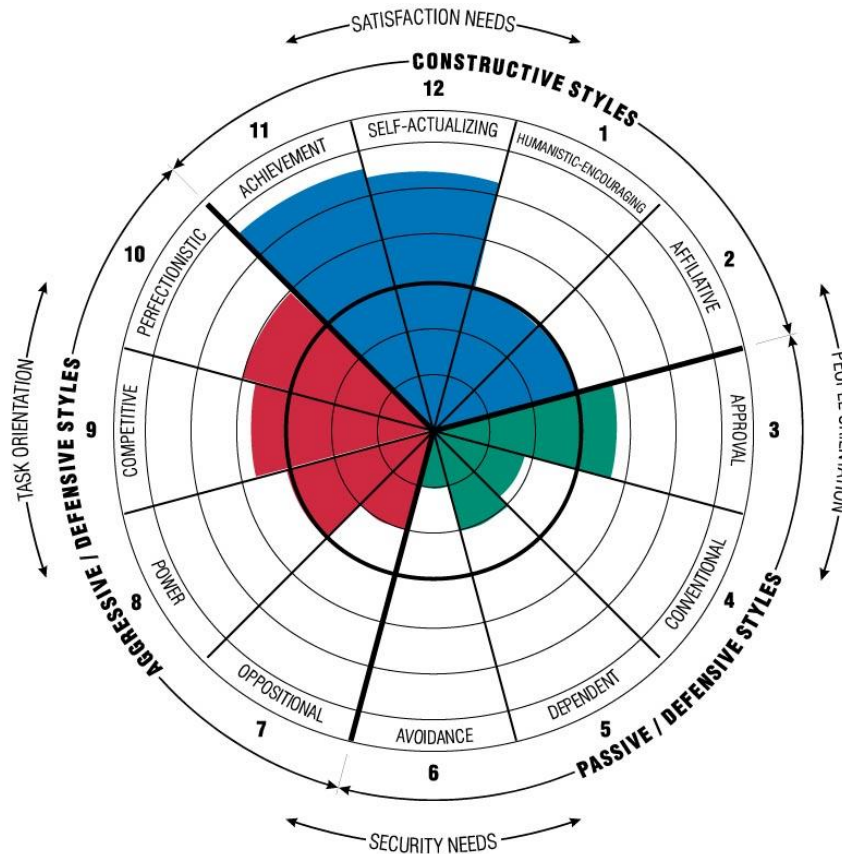
— Negative

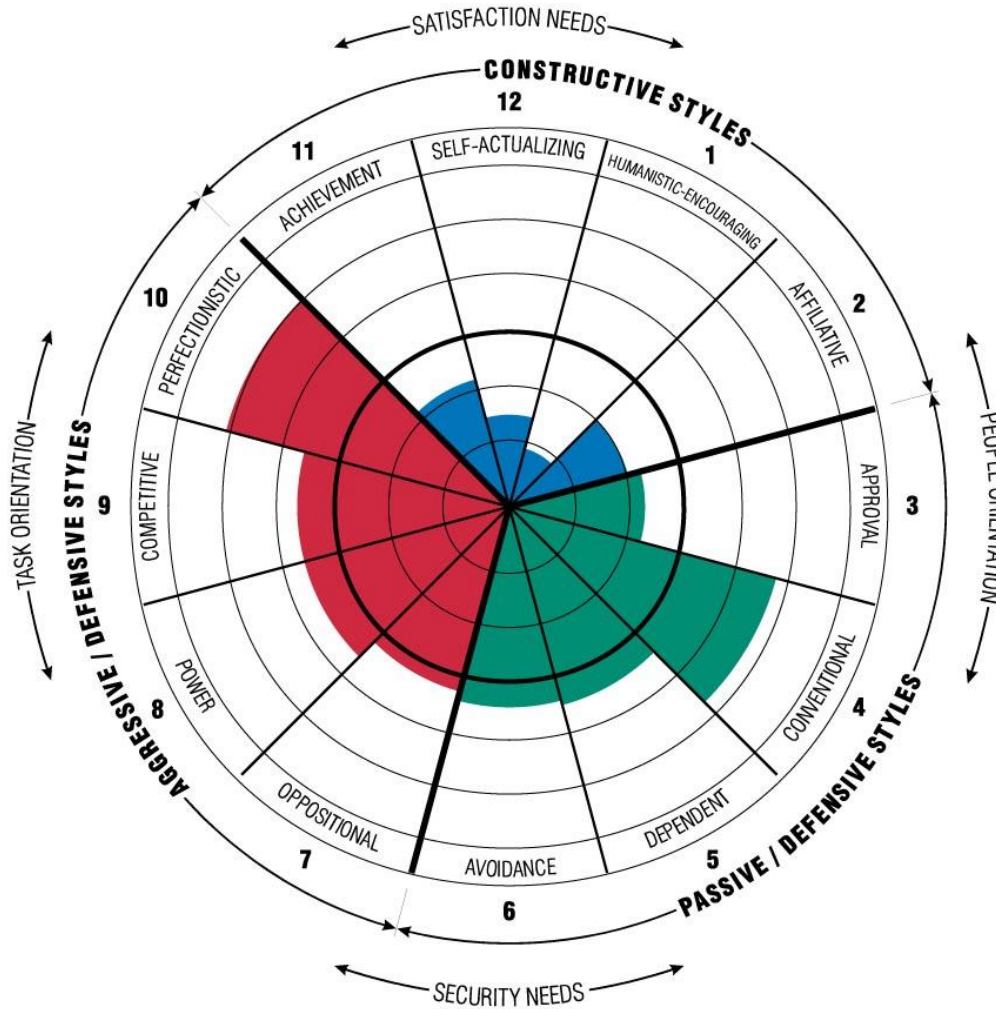
Outcomes and impact of your styles

- **Self**
 - Satisfaction
 - Stress
 - Effectiveness
- **Tasks**
 - Attainment
 - Quality
 - Timeliness
- **Others**
 - Growth
 - Insecurity

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Chief Executive Officer Selected as the Industry's Executive of the Year





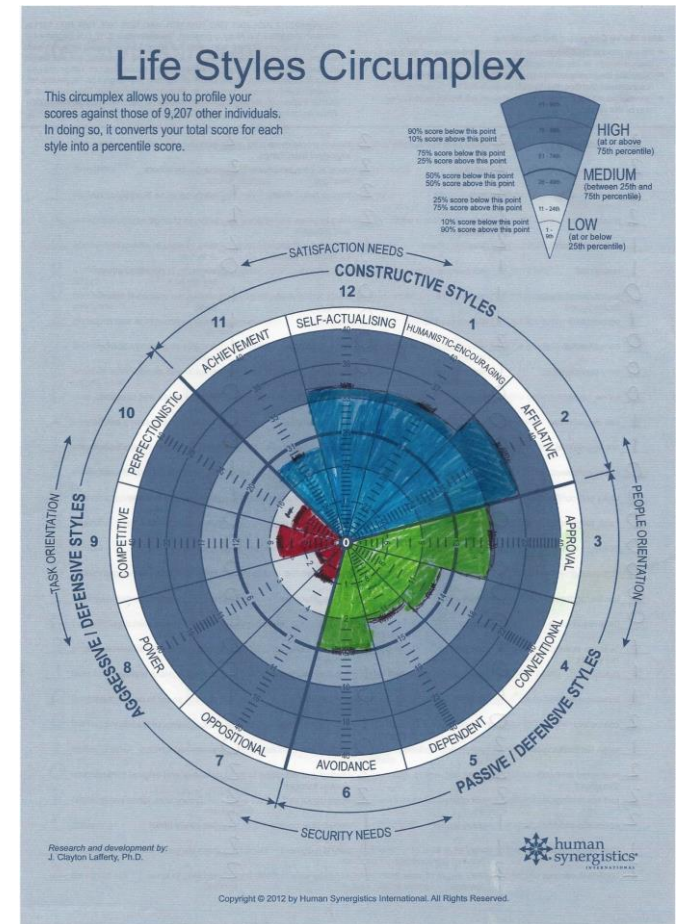
54-YEAR-OLD MALE MANAGER 8 ULCERS



1. Tally your results

2. Transcribe / plot results onto your Circumplex

3. Colour your Circumplex







Break out session (10 mins)

What

So, what

Now what ?



Final takeaways

You can reach us at

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