

Continuum Exercise

****Remember: Focus on what's default/most natural, not what you've adapted to over the years*

Your world needs to be predictable. It needs to be ordered and planned. You focus on timelines and deadlines. You instinctively impose structure and routines on your world.

When you look around your world, you are aware of other people's performance – their performance is the ultimate yardstick. No matter how hard you tried, no matter how worthy your intentions, if you reached your goal but did not outperform your peers, the achievement feels hollow.

You enjoy the challenge of meeting new people and getting them to like you. Strangers rarely intimidate you. On the contrary, strangers can be energizing. In your world there are no strangers, only friends you haven't met yet & lot of them.

When you are working on a project, you put a strong focus on quality. It bothers you if you feel that anyone has settled for less than what a project could be. Often times you look at what you are working on and rework it until it is **just** right. You are committed to excellence above simply getting something done. This often causes things to take longer in your hands because quality is the driver.

You are motivated and influenced by the perception of others. You like to associate with successful people because they help you reinforce your desire to accomplish something great. You don't mind being center-stage.

You like a lot of moving parts and need a dynamic work environment. You find that you work best when you are working through others and not always independently. You receive energy by juggling a lot at one time.

You are a person that needs time for reflection. Being asked to have an answer on the spot may be difficult for you because your thoughts mature with time. If you are forced to speak too soon, others may miss out on the richness of your response because you are still formulating it.

You are very intuitive with people – not necessarily through what you sense from them but rather, what you observe. You are naturally a people watcher and derive satisfaction from picking up on the subtle nuances of another.

You are a person who could find yourself on the internet (social media or otherwise) for hours without realizing it. This is because you find a news story or article of interest which leads to another and another. After learning about whatever random facts, you find yourself using them in conversation with others.

It is difficult for you to not be genuine and authentic in the relationships that you choose. You are comfortable getting to know your friends in a deeper way but do not always feel energized when meeting and interacting with a new group of people.

You enjoy challenges and conflicts as this highlights your ability to be direct and decisive. When situations seem out of control, you very easily exert control over the situation and anyone involved. You are comfortable in the driver's seat, even with the chaos that might be happening in the backseat. It does not rattle you.

To others, your ideas may not seem possible yet. Whether it's technology, a process, procedure, or something else, you imagine what could or should be. You are focused on what is down the path rather than what is in the here and now.

When people are slow to move, you become impatient. You are a person that creates momentum for others. You are about less discussion and more action.

You have routines that are set. It may be that you eat the same thing for breakfast or lunch each day. Or, perhaps you go the same route home each day due to routine. You are predictable and in that predictability, there is peace.

You love to tell stories as a way to connect people to a message. You are verbally expressive and learn best when you can talk with others.

Follow-Up Questions:

How does this impact you as a leader/follower/team member?

How have you seen this be a benefit/challenge?

How does this impact relationships at work/personal?