

40 Years

Working Together for Children

1976 - 2016



June 14 – 17, 2016

Merrillville, Indiana

Indiana Child Support Conference

I Love My Job, it's the People I Can't Stand!

Jody Urquhart

www.idoinspire.com

How we typically deal with conflict:

- 1) Avoid it
 - 2) Pretend
 - 3) Complain
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- Which gets the best result?
 - Which do you use with a... parent? spouse? upper management? co-worker?

4 Behavioral Types:

- **1) Director**
- Very fast paced and productive
- Works well under pressure
- Great at delegating
- Winning is important
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- Challenges:
- May take on too much and get overwhelmed (and drop everything)
- Does not tend to balance appreciation with criticism
- Tend to look over your shoulder
- Can be bad listeners (far too busy to listen)

2) Socializer

Likes fun, excitement and recognition

Can be very persuasive and have the gift of gab

Tend to have a positive and sunny disposition

Challenges:

Not detail oriented

Tends to jump into things without preparation (let's just see what happens)

May be disorganized and not get stuff done

May exaggerate and leave out important details

3) Steady Relater

Strives for stability and tries to blend into situations

Likes close one- on- one relationship

Loyal and reliable

Great listeners

Challenges:

Tends to avoid conflict

Feelings may get hurt easily

Doesn't like change

4) Cautious Thinker

Likes order, accuracy and analysis

Tend to be planners, very systematic and intellectual

Highly detail oriented and rational

Challenges:

May procrastinate

Take a long time to make decisions because they need so much research

Can be a Perfectionist – Tasks need to be done right or they won't do it at all

Can be very critical and pessimistic in nature

If you created a work team with all 4 personality types, how would they solve a problem?

The Director- Would quickly create and delegate his plan to others

The Socializer- Would want to express his opinion, discuss and get agreement

The Relater- Would need for the group to bond first and would not want to rock the boat or make any abrupt changes

The Thinker- Would need proper data, time and analysis to think this through

THE REWARD IS WITHIN- Bill Clennan

- The contest lasts for moments
Though the training's taken years,
It wasn't the winning alone that
Was worth the work and the tears
The applause will be forgotten
The prize will be misplaced
But the long hard hours of practice
Will never be a waste
For in trying to win
You build a skill You learn that winning
Depends on will
You never grow by how much you win
You only grow by how much you put in
So any new challenge
You've just begun
Put forth your best
And you've already won.
- Bill Clennan, Canadian Motivational Speaker