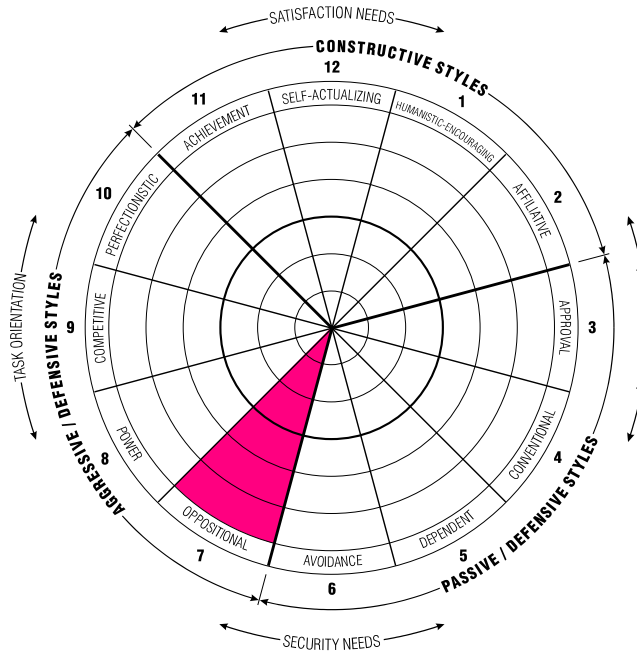


The Oppositional Mindset

Attitudes, Values and Beliefs for Working Effectively with People

Cascading Action Plans



Oppositional

Seven o'clock position

Style Description: distrustful, opposes new ideas, cynical, critical of others

Measures our tendency to use the defensive and aggressive strategy of disagreeing with others, and to seek attention by being critical and cynical. While clarifying and refining ideas by asking probing questions can be a valuable skill, oppositional people often use it destructively. Instead of using questioning techniques to gain information or improving something, oppositional people typically choose to verbally assault others to gain feelings of importance and self-satisfaction. Oppositional people typically love to argue. A strong need for recognition prompts them to respond to others with skepticism and sarcasm.

Oppositional-based Thinking Cascading Action Plans

Key Focus Areas for Development

Start Here...

(If your scores on Oppositional are high percentiles)

- ___ strive to stop valuing being oppositional as a good thing by seeing the negative impacts these behaviours have on you and others.
- ___ withhold the urge to reject an idea until you fully understand it. If you don't understand, say so. Try asking thoughtful, constructive questions and really listen to the answers.
- ___ recognize that others have something valuable to contribute. Seek out others' opinions and consider them more objectively. Listen more attentively to those around you.
- ___ work to determine why you are reacting to specific situations that are causing you anger and frustration. Instead of "digging in your heels" as a way of coping with something that is upsetting you, explore discussing the issue more openly.

Then Advance to Here...

(If you are starting from the high to middle percentiles)

- ___ praise others more often. If you like something, say so. Try to keep your positive comments at a ratio to 5 : 1 for criticism.
- ___ realize that instead of admiring you for your oppositional stands, others probably view you as an obstacle.
- ___ work to break down trust issues into the four core trust modes: integrity, motivation (or intent), competent and / or results. Then determine ways to show an interest and invest in building more trusting relationships by resolving the trust issue base on mode.
- ___ work to admitting your mistakes more often while working to reduce or stop seeing greater fault in others.
- ___ Work to increase your effort in hearing the opinions of others, especially those that are different than your own and strive to have more of an open mind.

Then Strive to Lead at This Lower Level...

(If you are looking to advance your percentiles to the lowest levels)

- ___ use your oppositional tendencies to the benefit of yourself and others. Become the "critical thinker," one who asks appropriate questions to get others to think more clearly.

Then Strive to Lead at This Lower Level...

(If you are looking to advance your percentiles to the lowest levels)

- ___ provide other genuine praise and use your friendliness to motivate others.
- ___ look for the best in people and tend to accept them for who they are, you also believe in their potential to become even better.
- ___ invest in having a strong belief in people, their potential and their essential goodness leads you to have faith in their ability to improve themselves.
- ___ use your questioning carefully with more tact and diplomacy. Work to stop or reduce the blunt and sarcastic oppositional behaviours.