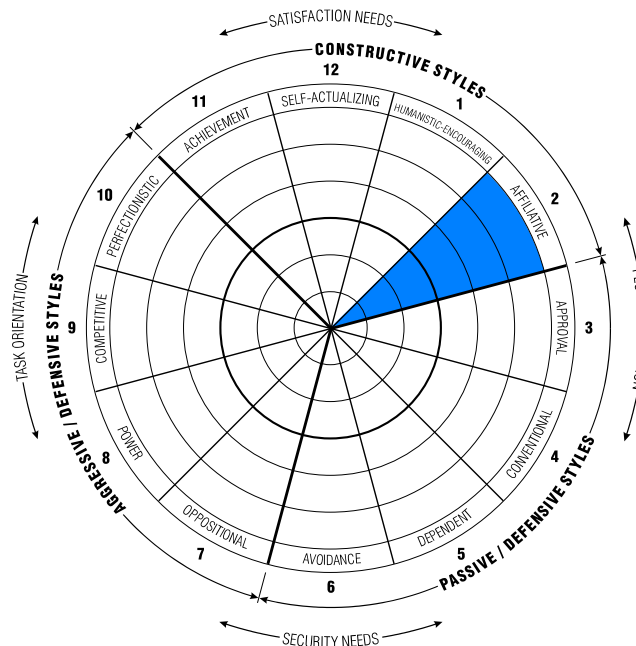


The Affiliative Mindset

Attitudes, Values and Beliefs for Working Effectively with People

Cascading Action Plans



Affiliative

Two o'clock position

Style Description: friendly, warm, trusting

Measures our degree of commitment to forming and sustaining satisfying relationships. This style represents a need for social interaction and interpersonal contact. Affiliative people seek out, establish, value, and maintain close reciprocal associations with others. These individuals appreciate people and enjoy being in the company of others. In fact, they tend to be most comfortable when among those with whom they have established strong emotional and social ties.

Affiliative-based Thinking Cascading Action Plans

Key Focus Areas for Development

Start Here...

(If your scores on Affiliative are low percentiles)

- ___ work to initiate, relate and be more connected with others – one person at a time, then add more.
- ___ find little ways to open up and let people to get to know you.
- ___ be more respectful and inclusive of others.
- ___ advanced my listening skills, being attuned to the words, tone and body language of others.

Then Advance to Here...

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

- ___ work to show-up in a manner that demonstrates warmth and openness to others.
(ex. smile, eye contact)
- ___ if you are avoiding relating with others, explore your hurts, relational set-backs or distrust issues.
- ___ determine ways to show an interest and invest in building more trusting relationships by working to create a stronger network of relationships that are genuine and reciprocal (two way)
- ___ connect more with others by sharing my thoughts and feelings more openly / easily.
- ___ invest in co-creating safe space for social engagement, interpersonal connection / bonding, constructive play and various forms of workplace intimacy.

Then Strive to Lead at This Higher Level...

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

- ___ strive to improve and maintain relationships that are important to you.
- ___ 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.
- ___ explore ways to align your internal motivations to relate with people, solve conflicts in a win / win manner.