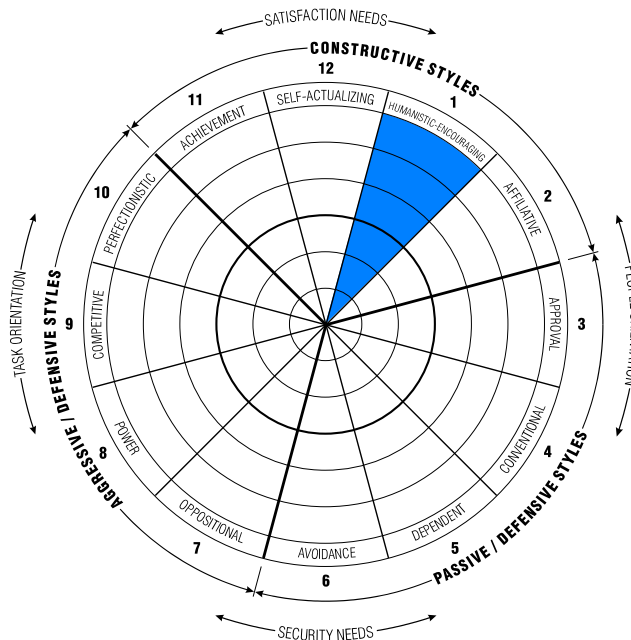


The Humanistic-Encouraging Mindset

Attitudes, Values and Beliefs for Working Effectively with People

Cascading Action Plans



Humanistic-Encouraging

One o'clock position

Style Description: inclusive, nurturing, develops others, resolves conflicts

Measures our investment in people, our tendency to care for others, and our ability to encourage them to improve. Humanistic-Encouraging people are accepting of themselves, and accept others for who they are – without question or criticism. This acceptance enables people to grow the most and take greater responsibility for themselves.

Humanistic-Encouraging-based Thinking Cascading Action Plans

Key Focus Areas for Development

Start Here...

(If your scores on Humanistic-Encouraging are low percentiles)

- consistently include team members when working together to achieve goals.
- strong acceptance of others, without judgment or criticism.
- appreciate the strengths in people and enjoy learning about them.
- advanced 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)

- inspiring others toward personal or professional growth and improvement.
- encourage others to improve. Provide support and peer feedback or coaching (if appropriate.)
- inspire and motivate people as they work to develop their skills, to grow and help them take greater responsibility for themselves.
- nurturing, supportive approach to relationships showing sensitivity to the need of others.

Then Strive to Lead at This Higher Level...

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

- 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.
- strong belief in people, their potential and their essential goodness leads you to have faith in their ability to improve themselves.
- strong motivation to resolve conflicts in a win / win manner when possible.
- unselfish approach to life, often putting the needs and concerns of others before your own.