

EG MINDSET COACHING

Thoughts Become Things, What We Think About We Bring About

The 4 Personality Types.

S- Systematic: This individuals are highly organised and value order and stability.

Keywords: *Organised, Detail-Oriented, Methodical.*

T- Technical: Analytical thinkers who excel at problem-solving and logical reasoning.

Keywords: Analytical, Logical, Precise

A- Action Oriented: Dynamic individuals who thrive on taking risky initiatives.

Keywords: Dynamic, Proactive, Decisive

R- Relationships: Warm and hearty individuals that value interpersonal connections.

Keywords: Sociable, Empathetic, Supportive

Which Personality Type do you identify with?

S – SAFE, STRUCTURAL & SYSTEMATIC

Of utmost significance to me

* Stability * Duty * Predictability * Accreditations
* Responsibility * Titles * Structure * Consistency
* Inclusion * Tradition * Rules * Ownership * Security

My **talents** include:

* Order * Equipping * Managing * Planning * Organising * Compliance
* Conserving * Coordination * Commitment * Stubbornness
* Methodical approach * Implementing * Responsibility * Specifics

In my **staring** role:

- I expect everyone to follow the rules and regulations
- I trust you to keep your commitments.
- I design and maintain reliable/risk-free systems.
- I trust proven authority and have confidence in established authority.

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- I tend to see the world in black and white
- I value a well-established and reliable institution.

- I learn best through memorisation, practice and recall.
- I facilitate well-structured meetings that adhere to schedules.
- I appreciate tradition and a solid foundation at home.
- I have little tolerance for insubordination or defiance.
- I might adhere to procedures strictly, even when flexibility is required.
- I rely on past experiences to inform future decisions.

To **communicate and connect with me**, emphasise and highlight on:

- Precise information, verified trustworthiness, and established reputation
- Solid evidence
- Inclusion, Integration and a sense of community
- Consistency – I'm resistant to change
- Staying systematic
- Enhanced productivity and Increased efficiency
- Ownership which provides a sense of stability and ensures security
- Punctuality
- Teamwork towards achieving company goals and objectives
- Certainty
- Keeping commitments
- Low risk and safety
- Well thought out plans & systems

When I'm the **director/ leader, I tend to:**

- Maintain formality and precisely delineate roles and responsibilities.
- Uphold high expectations and standards.
- Ensure the organisation remains aligned with its objectives.
- Prioritise achieving the correct outcomes, in the appropriate locations, and within the designated timeframes.
- Give the specific details and relevant information to reach specific results
- Offer corrective and constructive feedback aimed at realigning with set goals.
- Believe that recognition should be merited through individual effort and accomplishment

To be an **effective leader I need:**

- I require delegated authority before assuming leadership responsibilities.
- An environment characterised by meticulous planning, structured frameworks, and unwavering stability.
- I expect clear and easily understandable rules and regulations.

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When I am **following**, I tend to:

- Be responsible, diligent, and steady
- Like leaders who have earned their titles over me and they know how to communicate to me.
- I carry out policies and procedures efficiently, they come naturally to me
- Work better if the tasks & roles are defined clearly well
- Do things right the first time
- Follow through with every detail to perfection

To **follow** effectively, I need:

- Stability and security
- clear systems
- Predictability
- A sense of belonging

I'm sometimes **unaware**:

- The absence of feedback on minor contributions might be misconstrued as criticism.
- In my drive for efficiency, I may unintentionally come across as insensitive.
- I might prioritise "should" and "should not" over addressing the needs of others.
- I may exhibit an excessive degree of caution in my approach.
- I have a habit of assuming greater and greater loads of responsibility over time.

Areas I need to **improve** (or need help from a coach/mentor) :

- It's essential for me to exercise patience towards those who work sporadically rather than maintaining a constant rhythm.
- It's imperative for me to adopt a more receptive attitude towards change.
- I should endeavour to become more daring and venture into unfamiliar territories.
- It's important for me that I be more receptive to the viewpoints of others.
- I genuinely value the need for individuals to openly demonstrate care and concern.

T – Technical TechSupport

Of **utmost significance** to me:

* Logical consistency * Self-mastery * Universal truths * Insight

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- * Intelligence * Concepts * Knowledge & learning * Progress
- * Competence * Understanding * The Bigger picture * Accuracy

My **talents** include

- * Strategic thinking * Handling complexity * Rationality * Creating
- * Abstract thinking * Theory development * Problem solving * Logic
- * Visionary thinking * Ongoing development * Analysis * Designing
- * Using precision in thought & language * Exploring alternative solutions

In my **main character** role:

- My trust lies in logic and reason above all else.
- I excel in devising comprehensive strategies and plans.
- I am precise in my speech & notice contradictions
- I seek to cultivate willpower as a personal trait.
- I am attracted to the sciences and aspire to wield power over natural phenomena.
- I am oriented towards achieving long-term results and possess foresight for future projections.
- Abstract ideas come easily to me & can project far into the future
- I have the ability to multitask and juggle multiple issues simultaneously.
- I resolve conflicts by employing logic and reason, steering clear of emotional involvement.
- I use diagrams and models to convey abstract concepts clearly and effectively.
- I am self critical and usually spot my errors before anyone else
- I have a distaste for small talk and prefer engaging in substantive conversations.

To **communicate and connect with me**, emphasise and highlight on:

- The rationale or logic behind an event or request
- Explaining the theory or principles behind an idea — the “why”
- An opportunity to learn — i have to know
- Getting to the point — efficiency of communication
- Apologising ahead of time when asking me to repeat myself
- A method to change or improve something
- The validity & logical proof of a new idea
- New insights to solve a complex problem
- Technical details & complexities
- A person or object's genius, precision, and efficiency
- Objective truth logical reasoning
- Consistency in the ideas presented, without excessive enthusiasm
- Efficiency
- Ways to implement my ideas

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When I'm the **director/ leader**, I tend to:

- Take charge, clarify the goal, and expect other to carry it through
- Create a vision & build the theoretical models
- Look for a talent & competence
- Focus on efficiency
- Be impatient with errors & inefficiencies
- Prefer innovative projects
- Work toward long term goals

To be an **effective director/ leader** I need:

- To achieve at a high standard
- Complicated problems to solve
- Few relationships that work

When I am **following**, I tend to:

- Want freedom to develop a strategy
- Want the leader to be knowledgeable & competent
- Sit & plan and not take action if i fear failure
- Design solutions to complex problems
- Be consumed by a project that's intellectually challenging
- Avoid bureaucracy & time wasting paperwork

To **follow** effectively, I need:

- To have new ideas & approaches logically proven and validated
- And environment to design or do development without system hindrance
- Time alone to reflect on a problem or idea

I'm sometimes **unaware**:

- That i may be embarrassed by praise
- That i offer solutions to problems others don't know they have
- That i have little patience with people who don't deal in abstract thinking
- That since i dislike repetition. I may be seen as terse or non-communicative
- That i may be seen as critical and cold

Areas I need to **improve** (or need help from a coach/mentor) :

- Increase my ability to show praise to others
- I need to recognise people's feelings — the human element
- I need a team of people with a concrete and practical orientation.
- To keep me in touch with the here & now
- I may become so absorbed in learning that i don't take action

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- Recognize the importance of logistics

A - ACTION

Of **utmost significance** to me:

*Freedom of action *Adaptability Spontaneity *Action - now
*Making an impact *Beauty *Stimulation *Excitement
*Variety *Opportunity *Options & choices *Passion

My **talents** include

* Promoting * Performing * Entertaining * Troubleshooting * Tactics
* Negotiating * Improvising * Handling Crisis * Storytelling * Having Fun
* Competing * Flexibility * Pulling Things Together * Realistic Problem Solving

In my **main character** role:

- I am a skilful negotiator
- I am an optimist and sometime proceed on blind faith (all will be well)
- I am graceful and have dexterity with tools. Baseball bats. And dancing shoes
- I love beauty and the aesthetically pleasing
- I recognise and go after opportunity
- I try to find a better way to do it
- I sometimes rebel against rules, routine, & structure
- I take risks to get things done
- I am a natural entrepreneur
- I learn best through hands-on methods—show me, don't tell me
- I dislike boredom or waiting
- I dislike abstract ideas & "useless" theory — get real!!
-

To **communicate and connect with me**, emphasise and highlight on:

- Autonomy to take action
- The process and execution - show me the action
- Get to the main point quickly - and I'm always in a hurry, so be brief!!!!
- The chance to stand out and be the best, the biggest as you talk
- The visual appeal
- An opportunity to demonstrate my skills
- A mix of activities to keep things interesting and avoid monotony
- Real-world examples, not abstract ideas
- The quickest way to accomplish it - likely faster than anyone else
- Procedures to handle tasks I find tedious, like paperwork, etc.
- Entertaining stories

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- Incentives and recognitions

When I'm the **director/ leader**, I tend to:

- I Stay practical and ensure the task is completed by any means necessary.
- Exude confidence & expect others to obey
- Be adaptable — if i find a better way, i'll change
- Not be governed by “ the way it's always been done”
- Be resourceful
- Delegate mundane but essential tasks to achieve top-notch results.
- Inspire the team to strive for excellence and aim for the highest achievement.

To be an **effective director/ leader** I need:

- Problems to solve & a crisis to handle
- Recognition for a job well done
- Freedom to do it my way

When I am **following**, I tend to:

- Challenge authority
- Sidestep inefficient protocols for more effective solutions
- Steer clear of restrictive environments
- Excel in active environments — I prefer to stay busy
- Rely on my instincts
- Aim for instant gratification

To **follow** effectively, I need:

- Defined goals with the freedom to determine my own methods
- A leader who has earned the right to lead by a proven track record
- A structured process to adhere to deadlines and deliver results

I'm sometimes **unaware**:

- I tend to shy away from making long-term plans and commitments.
- I sometimes become so engrossed in a task overlook the bigger picture
- In my pursuit of thrill, I might overlook risk assessment and possible dangers
- When there's no crisis, I may inadvertently generate one to stay stimulated.
- From time to time I need to stop ... reflect ... plan ... get organised

Areas I need to **improve** (or need help from a coach/mentor) :

- Handle disputes by fostering collaboration and mutual understanding.
- Honour my promises and follow through on my commitments.
- Focus on sustainable solutions rather than quick fixes.

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- Allocate time to understand different perspectives.
- Understand that strong ideas and concepts underpin effective actions.

R- RELATIONSHIP

Of **utmost significance** to me:

- * Compassionate connections * Identity * Significance * Harmony
- * Authenticity * Aspirations * Involvement * Ethical principles * Personal growth
- * Fulfilment of personal potential * Moral guidelines * Cooperation

My **talents** include

- * Envisioning the ideal * Empathy * Diplomacy * Building rapport
- * Encouraging * Mentoring * Romance * Inspiring * Communication
- * Using metaphors * Counseling * Imagining * People skills * Being a catalyst

In my **main character** role:

- My focus is on manifesting potential above all.
- I readily express gratitude in various forms.
- I look for meaning beyond just material wealth.
- I am passionate and energetic - can be intense.
- I strive for self-fulfilment and aim to assist others in achieving it too.
- I excel in learning when the subject includes people...and I can connect with the teacher
- I thrive on interacting with others.
- I dislike inauthentic or fake people
- I act as a mentor and ally, helping others reach their full potential.
- My primary consideration for any change is: what will it do for the people ?
- In business, my strengths are in hiring, training, motivating, and advising.
- I engage in discussions but tend to exit when confronted with anger.

To **communicate and connect with me**, emphasise and highlight on:

- Nurturing and developing people's potential
- New ideas
- Participation and collaboration

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- Philosophical insights and values
- Moral integrity
- A worthy cause — especially involving people or animals
- Encouraging optimal performance in myself or others
- How much you appreciate me and my efforts before any “ constructive criticism “
- Ensuring positive outcomes for people and the company
- Understanding your true intent (I often discern underlying messages)
- Making an impact on people's lives
- Empowering
- Examples using metaphors
- Building rapport & sharing personal examples

When I'm the **director/ leader**, I tend to:

- Make work meaningful for everyone, so it's more than a job
- Promote an inclusive approach to management.
- Lead by coaching, empowering, & giving positive feedback
- Want systems that allow people to work together with minimal conflict
- Recognise team members as individuals, not merely as statistics.
- Focus on people's needs more than task demands
- Make efforts to support co-workers in addressing personal challenges.

To be an **effective director/ leader** I need:

- Clear and Concise Communication
- Empathy and Understanding
- Recognition and Appreciation
- Team Building
- Conflict Resolution Skills
- Trust and Respect
- Collaboration
- Accessibility
- Positive Role Model

When I am **following**, I tend to:

- Prefer to be led by a compassionate, principled leader over an authoritarian figure.
- Resist changes that overlook the impact on individuals.
- Appreciate teamwork and collective efforts.
- Work to please
- Show greater allegiance to individuals than to organisational structures.
- Respond to warmth & kindness, not to cold rules & policies

To **follow** effectively, I need:

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- Appreciation, not criticism
- To be creative & still be with people
- A higher purpose than day – to – day work

I'm sometimes **unaware**:

- Of the negative, trying to find the good in even a bad situation, so I may get shocked by reality
- I often take conflicts personally.
- That when learning, it's easy for me to see the big picture implications & miss the details which I might find uninteresting.
- That I'm into people so much, lose sight of the goal
- That I may prefer fantasy to reality and dreams to action

Areas I need to **improve** (or need help from a coach/mentor) :

- I need to be more assertive in conflicts
- I ignore conflicts as long as possible
- I should avoid becoming emotionally entangled in others' issues or setbacks.
- I must encourage others to take responsibility
- I must remember my own health & needs and not spend all my time helping others