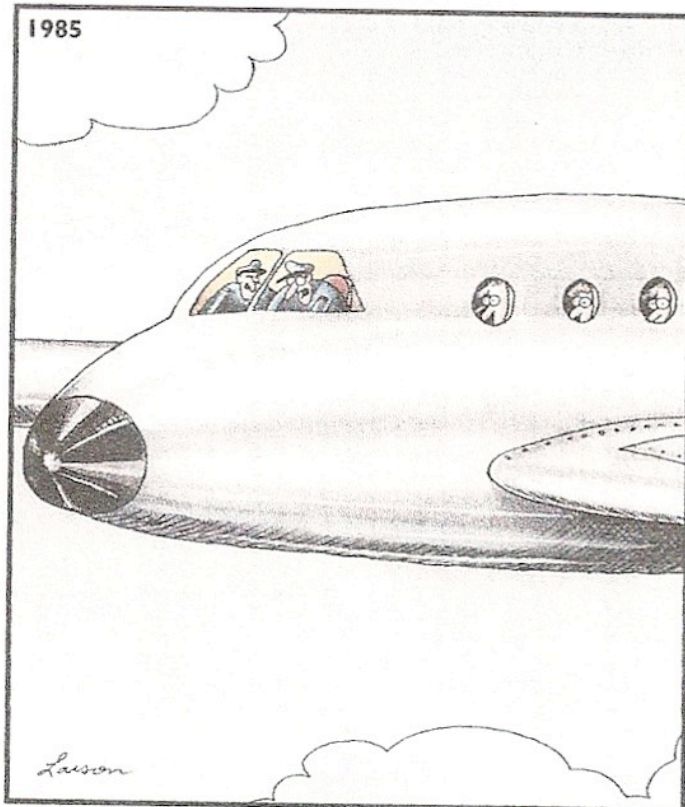


WASHINGTON STATE MUSIC TEACHERS ASSOCIATION

LEADERSHIP WEEKEND
SEPTEMBER 18-19, 2010



"The fuel light's on, Frank! We're all going to die!
... We're all going to die! ... Wait, wait. ... Oh,
my mistake—that's the intercom light."

The
FAR SIDE

September

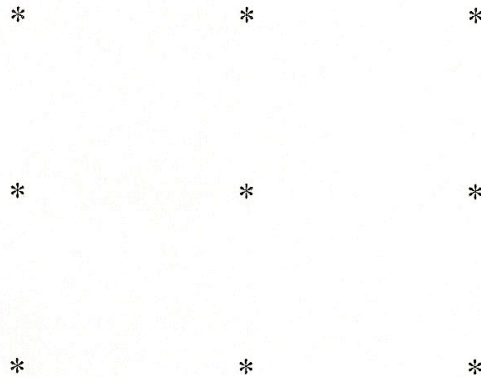
4

MONDAY

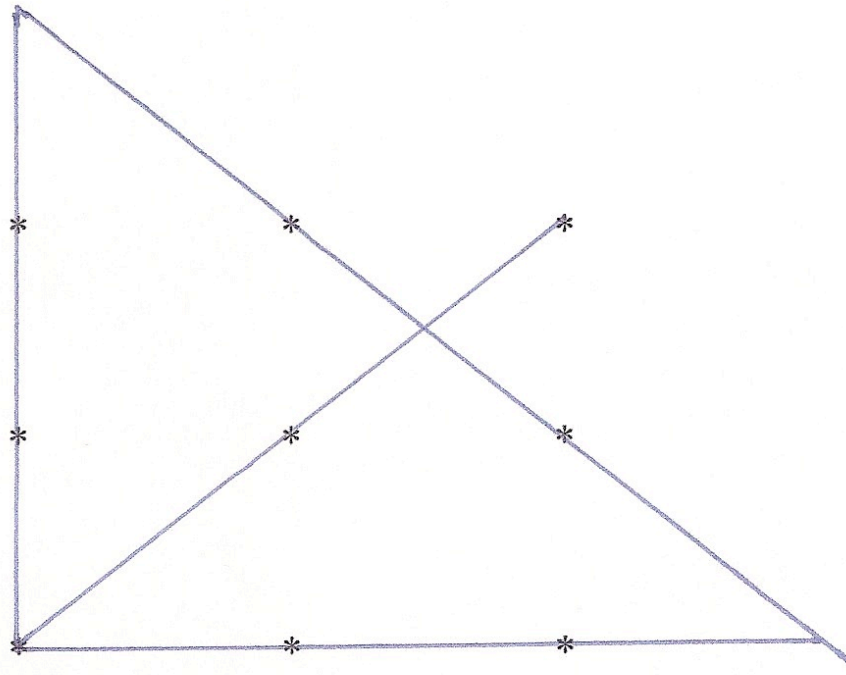
Labor Day

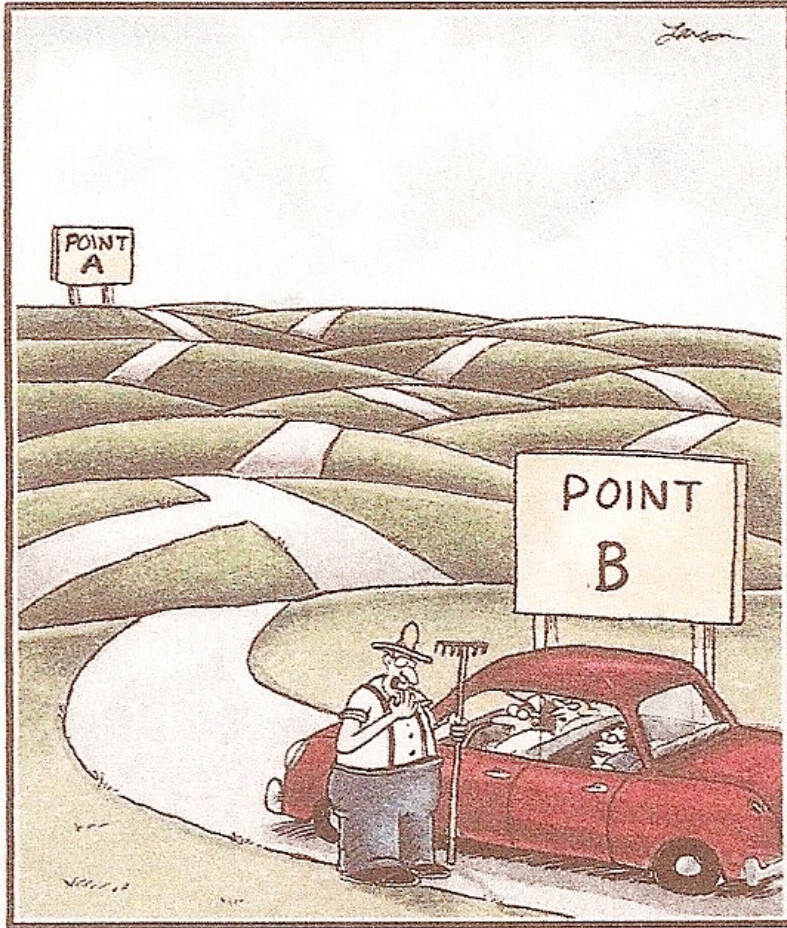
CONNECT THE STARS

CONNECT ALL THE STARS USING ONLY 4 LINES
AND WITHOUT LIFTING YOUR PENCIL/PEN FROM
THE PAPER.



CONNECT ALL THE STARS USING ONLY 4 LINES
AND WITHOUT LIFTING YOUR PENCIL/PEN FROM
THE PAPER.





The FAR SIDE

MAY

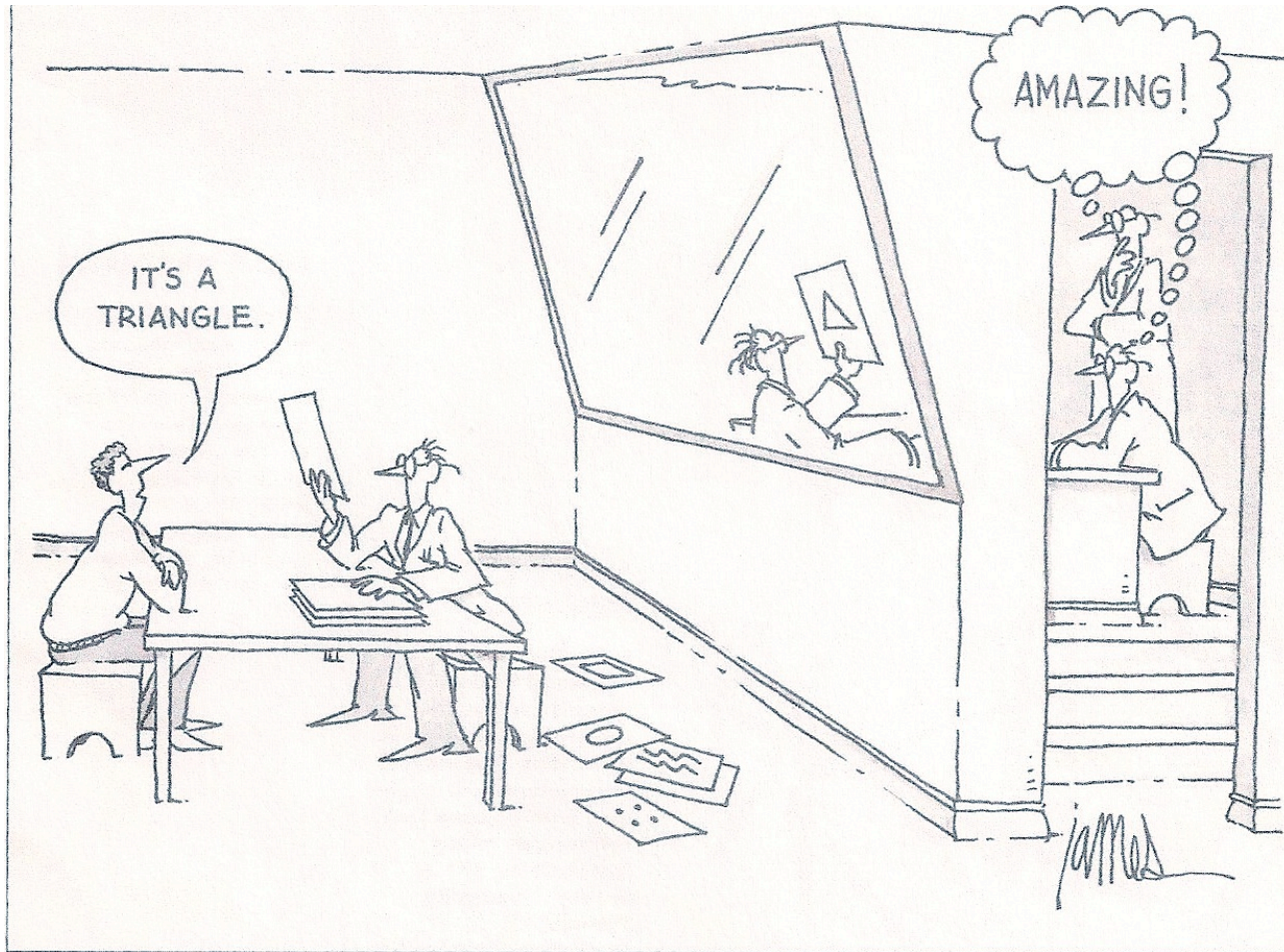
4 & 5

SATURDAY & SUNDAY

"Well, lemme think. ... You've stumped me, son.
Most folks only wanna know how
to go the other way."

OUTSIDE THE BOX THINKING

- The Story of the El Cortez Hotel in San Diego



Personal Styles Inventory

PERSONAL STYLES INVENTORY

For each pair of statements below, distribute three points between the two alternatives (A and B), depending on how characteristic of you the statement is. Although some pairs of statements may seem equally true for you, assign more points to the alternative that is more representative of your behavior most of the time.

FOUR BASIC BEHAVIORAL STYLES

- Director (or Leader)
- Socializer (or Expresser)
- Thinker (or Analyzer)
- Relater (or Dependable)

DIRECTOR

- If you circled the G and the D, you tend toward being a Director.

DIRECTOR

- Strengths: Administration
- Weaknesses: Impatience, insensitivity
- Irritation: Indecision
- Goals: Productivity, control
- Fear: Being taken advantage of
- Motivator: Winning

DIRECTOR

- What excites them? Action
 - Want to win and overcome obstacles
 - Highly territorial
 - Control and endurance
 - More interested in meeting goals than in pleasing people

DIRECTOR

- Greatest Asset? Out-Accomplish Anybody

“She makes things happen”

“He gets things done.”

High energy

Decisive

Task-oriented

Love change and initiate it

DIRECTOR

Not afraid of risk

Work quickly, often by themselves

Juggle many tasks

Thrive on crises and controversies

Delegate, but want results not just talk

DIRECTOR

- Greatest Failing: Can't stand weakness
 - Frequently frustrated when others aren't as able or motivated as they are
 - Often blunt
 - Take themselves too seriously
 - Very competitive

DIRECTOR

- Greatest Fear: Being “soft”

Rarely interested in abstract ideas

Impatient

Highly geared to advancement...not **if** they take over, but **when**

Into efficiency and efficiency gadgets...will be the one who calls you from their mobile

Not into praise

DIRECTOR

“Move over and let the big dog drink.”

SOCIALIZER

- If you circled the O and the D, you show many qualities of a Socializer.

SOCIALIZER

- Strengths: Persuasion
- Weaknesses: Disorganization, carelessness
- Irritation: Routine
- Goals: Popularity, applause
- Fear: Loss of prestige
- Motivator: Recognition

SOCIALIZER

- What excites them? Tossing around ideas
Seek admiration and acceptance
Work should be fun
Love to talk and be talked about
Favorite topic: themselves

SOCIALIZER

- Greatest Asset: Fun to be around
 - Enthusiastic, playful, persuasive
 - Show feelings openly and frequently
 - Love to brainstorm
 - Often talk too much
 - Come up with lots of ideas, practical or not
 - Get results by persuading others to agree with them

SOCIALIZER

- Greatest Failing: Being erratic
 - Short attention spans
 - Speak before thinking
 - Easily bored and needing new stimulation
 - Make big decisions on scant data
 - Love ideas but hate the routine of implementing them

SOCIALIZER

Start projects and don't finish them or look to someone else

Start so many projects at once can't meet any deadlines

Use stories and jokes to make a point or issue instructions

Tend to procrastinate

SOCIALIZER

- Greatest Fear: Not being liked
 - Crave approval more than achievement
 - More emotional and people-focused
 - Spontaneous, impulsive
 - Big picture people, don't like specifics
 - Planning and follow-through aren't fun enough to be a priority
 - Want companionship and recognition

SOCIALIZER

“Let me entertain you.”

THINKER

- If you circled G and I, you have lots of Thinker characteristics.

THINKER

- Strengths: Planning, analyzing
- Weaknesses: Perfectionist, overly critical
- Irritation: Unpredictability
- Goals: Accuracy, thoroughness
- Fear: Criticism
- Motivator: Progress

THINKER

- What excites them? Reason
 - Meticulous
 - Correct procedures in place
 - Want to know in detail how things work
 - Careful, objective evaluators of problems
 - Private and proper in personal relations
 - Don't like huggers and touchers
 - Try to avoid any embarrassment

THINKER

- Greatest Asset: High-Quality Work
 - Accurate, dependable, independent
 - Thorough, well organized
 - Study problems intensely (good people to have on committees)
 - Excellent follow-through
 - Standoffish, but close to their friends

THINKER

- Greatest Failing: Too critical
 - Nit-picking perfectionists
 - Paralysis by analysis
 - Few meet their standards
 - Seen as demanding and picky
 - Typically conservative, frugal and fret over every penny
 - Compulsive, plan everything, even spontaneity, list makers

THINKER

- Greatest Fear: Irrationality

Want clarity and order

Must finish tasks without mistake

Introverted and seek answers by turning inward

Like to work with those who promote calmness and thoroughness

THINKER

Decisions made by rational, logical, emotionless process

Need lots of facts before giving opinion

Guarded, “need to know” basis

Hard to budge when they have made a decision

Liked to be praised for their thoroughness

THINKER

“I’d rather be right than quick.”

RELATER

- If you circled O and the I, you are predominantly a Relater.

RELATER

- Strengths: Servicing, listening
- Weaknesses: Oversensitivity, indecision
- Irritation: Insensitivity
- Goals: Acceptance, stability
- Fear: Sudden change
- Motivator: Involvement

RELATER

- What excites them? Productive Routine
 - Want stability and tranquility
 - Like the middle of the road
 - Pleasant, cooperative team players
 - Need to belong
 - Make changes slowly and after much thought

RELATER

Good listeners

Always find time for friends

Do their job even if they disagree

Don't rock the boat or act aggressive

RELATER

- Greatest Strength: Easy to get along with
“Laid back” dispositions
Accept people as they are
Care deeply about feelings, yours and theirs
Steady, competent, not flashy
Better at detail and follow-through than
Socializers

RELATER

More tolerable than the Directors

Modest, “actions speak louder than words”

Elaborate preparers who are consistent and predictable in their work

RELATER

- Greatest Failing: Timidity

Love routine

Reluctant about new projects or change

Must be convinced that the opportunity outweighs the risk

Dislike conflict

Unassertive and sensitive

Often go along, even if they disagree

RELATER

- Greatest Fear: Change
 - Want stable relationships
 - Often avoid being direct
 - Like a close group of confidants
 - Want to see a plan before they start
 - Persistent once committed

RELATER

“It’s not whether you win or lose,
it’s how many friends you have.”

WHAT'S THE POINT?

We should know our predominant “style” in order to :

Know our own strengths and weaknesses, and

Cope and adapt to the other styles

HOW TO TELL WHO'S WHO

- Verbal Clues

Directors and Socializers: Talkative

Thinkers and Relaters: Quiet

- Visual Clues

Directors and Socializers: Animated, fast-paced

Thinkers and Relaters: Restrained, slow-paced

ANSWER TWO BASIC QUESTIONS

- Is the person Direct or Indirect?
- Is the person Open or Guarded?

DIRECT/INDIRECT

- Direct:
 - Takes risk
 - Swift decisions
 - Confronting, expressive
 - Impatient
 - Talks and Tells
 - Outgoing
 - Offers opinions freely

DIRECT/INDIRECT

- Indirect
 - Avoids risk
 - Slower to decide
 - Less assertive
 - Easygoing, patient
 - Listens and asks
 - Reserved
 - Keeps opinions private

DIRECT/INDIRECT

- Direct: Directors and Socializers
- Indirect: Thinkers and Relaters

OPEN/GUARDED

- Open:
 - Relaxed, warm
 - Likes opinions
 - Relationship-oriented
 - Readily shares feelings
 - Flexible about time
 - Feeling-oriented
 - Spontaneous

OPEN/GUARDED

- Guarded:
 - Formal, proper
 - Favors facts
 - Task-oriented
 - Keeps feelings private
 - Disciplined about time
 - Thinking-oriented
 - Prefers planning

OPEN/GUARDED

- Open: Socializer and Relater
- Guarded: Director and Thinker

Summary

- Direct and Open: Socializer
- Direct and Guarded: Director
- Indirect and Open: Relater
- Indirect and Guarded: Thinker

APPLICATION

- How would an airline pilot prepare the plane based on personality style?
- How would a music teacher prepare a studio recital based on personality style?
- How would an associational competitions coordinator perform the job based on personality style?

LEARN TO ADAPT

DIRECTORS CAN:

Project a more relaxed image by pacing themselves

Become more open, patient listeners

Develop patience, sensitivity, and empathy

Genuinely compliment others

Act less hastily, more cautiously

Identify with the group

LEARN TO ADAPT

- SOCIALIZERS CAN:

Control time and emotions

Try to be more objective

Follow up on promises, tasks

Concentrate on the job at hand

Try a more logical approach

Spend more time checking, specifying, and organizing

LEARN TO ADAPT

THINKERS CAN:

Openly show concern and appreciation for others

Initiate new projects

Use policies as guidelines, not laws

Collaborate by seeking common ground

Occasionally try shortcuts and time-savers

Make timely decisions

LEARN TO ADAPT

RELATERS CAN:

Say no occasionally

Take some risks

Delegate to others

Accept logical changes

Verbalize their feelings to appropriate people

Finish tasks without oversensitivity to others' feelings

WHEN THERE ARE PROBLEMS

DIRECTORS NEED:

Tangible evidence of progress

A fast pace

That they have control of the situation

Results

That time is being saved

WHEN THERE ARE PROBLEMS

SOCIALIZERS NEED:

Personal attention

A quick pace

Affirmation of their position

Lots of verbal give and take

Seeing that effort is being saved

WHEN THERE ARE PROBLEMS

THINKERS NEED:

Explain the process and the details

Deal with them in a way that permits thorough processing of their key concerns and questions

Suggest that they are right

Show appreciation for their accuracy and thoroughness

Help them “save face”

WHEN THERE ARE PROBLEMS

RELATERS NEED:

Assurance they're personally okay

Promise them the crisis will soon ebb

Work on the relationship and that it's okay

Be friendly and personable in dealing with them

Show them you are committed to solving the problem

FINAL THOUGHTS

- Use the principles to understand yourself and others, to improve yourself, and to build rapport with whomever you are with.
- Don't stereotype and be judgmental of other styles.
- Don't use the principles to excuse your own behavior.
- Understanding and appreciating differences will make you a more effective and beloved associational leader.

RESOURCE

- Alessandra, Tony and O'Connor, Michael J. The Platinum Rule (Warner Books, 1996)
- Shelley, Marshall. Well-Intentioned Dragons (Bethany House, 1994)