

## What do you naturally expect of others at work?

|                          | NEED                             | EXPECTATIONS & ASSUMPTIONS       |
|--------------------------|----------------------------------|----------------------------------|
| <b>ACHIEVER</b>          | Freedom to work at own pace;     | trust they'll meet deadlines     |
| <b>ACTIVATOR</b>         | Less discussion, more            | fast-action taking               |
| <b>ADAPTABILITY</b>      | Pressures that demand an         | immediate response               |
| <b>ANALYTICAL</b>        | Time to think deeply to          | understand beyond the surface    |
| <b>ARRANGER</b>          | A dynamic environment            | that changes often               |
| <b>BELIEF</b>            | A cause or purpose               | for which to live                |
| <b>COMMAND</b>           | Challenges to overcome; quick    | decisions to be made             |
| <b>COMMUNICATION</b>     | A sounding board, an audience    | to interact with                 |
| <b>COMPETITION</b>       | Peers or metrics for             | comparison and motivation        |
| <b>CONNECTEDNESS</b>     | A family, team, or global        | community to be part of          |
| <b>CONSISTENCY</b>       | Standard operating procedures    | or ability to create them        |
| <b>CONTEXT</b>           | Relevant background for          | discussions and decisions        |
| <b>DELIBERATIVE</b>      | Room to assess and think         | before being expected to speak   |
| <b>DEVELOPER</b>         | Someone to invest in to see      | and celebrate their growth       |
| <b>DISCIPLINE</b>        | A structured and                 | organized environment            |
| <b>EMPATHY</b>           | Freedom to laugh, cry, vent,     | and feel what's happening        |
| <b>FOCUS</b>             | Agreed upon priorities and       | goals to aim attention correctly |
| <b>FUTURISTIC</b>        | Opportunities to talk about the  | future and where we're headed    |
| <b>HARMONY</b>           | Areas of agreement,              | common ground                    |
| <b>IDEATION</b>          | Freedom to explore possibilities | without restraints or limits     |
| <b>INCLUDER</b>          | Room for everyone's              | perspectives and ideas           |
| <b>INDIVIDUALIZATION</b> | Individual expectations, created | to fit each situation or person  |
| <b>INPUT</b>             | Space to store the resources I   | acquire (digital or physical)    |
| <b>INTELLECTION</b>      | Time for reflection, critical    | thinking, or deep thinking       |
| <b>LEARNER</b>           | Exposure to new information      | and experiences                  |
| <b>MAXIMIZER</b>         | Quality to be valued as much as  | speed; continuous improvement    |
| <b>POSITIVITY</b>        | Freedom to be fun and            | lighthearted at work             |
| <b>RELATOR</b>           | Time and opportunities for       | one-on-one interactions          |
| <b>RESPONSIBILITY</b>    | Trust and freedom to             | take full ownership              |
| <b>RESTORATIVE</b>       | Problems that must be solved;    | freedom to point them out        |
| <b>SELF-ASSURANCE</b>    | Freedom to make decisions        | and act independently            |
| <b>SIGNIFICANCE</b>      | Big, important things to         | work on for the team             |
| <b>STRATEGIC</b>         | Freedom to make mid-course       | corrections                      |
| <b>WOO</b>               | Social variability; ability to   | meet people and interact         |