

TRANSFORMING TEAM COMMUNICATION

WITH SOPHIE PRESTON certified **GiANT** Guide.



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<https://sophiepreston.giantos.com/store>
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Contact me to bring GiANT tools to
your organization.

Your Voice Order:

**NURTURERS**

- ☐ Intuitively feel how an organization will react to a new idea.
- ☐ Defend values - people will always come before profit.
- ☐ Function as the relational oil inside teams and organizations.
- ☐ Are realists who ask, "Has this really been thought through?"
- ☐ Take genuine delight in celebrating the achievements of others and natural team players.
- ☐ Can become overly resistant to change and demonstrate passive-aggressive tendencies.
- ☐ Rarely value the contribution they make.

**CREATIVES**

- ☐ Are conceptual architects and love to think outside the box.
- ☐ Function as an "early warning radar system" for teams, often seeing the opportunities and dangers long before everyone else.
- ☐ Are never satisfied with the status quo - they inherently believe things can always be better.
- ☐ If the vision is compelling the word "can't" is not in their vocabulary.
- ☐ Often struggle with the fact that "people never seem to fully understand my ideas".
- ☐ Exhibit a strong social conscience and desire for personal and organizational integrity.
- ☐ Being perfectionists they can often fail to celebrate the 90% that has been achieved, focusing instead on the 10% that hasn't!

**GUARDIANS**

- ☐ Have a relentless commitment to asking the difficult questions.
- ☐ Will always seek to honor the past as teams look toward the future.
- ☐ Accept as personal the commitment to deliver projects on time and on budget.
- ☐ Have the ability to detach decision-making from personal sentiments.
- ☐ Are naturally risk-averse asking "is it worth the risk and investment?"
- ☐ Respect and value logic, order, systems, and repeatable processes.
- ☐ Their desire for truth and the right decisions can sometimes override the feelings of others.



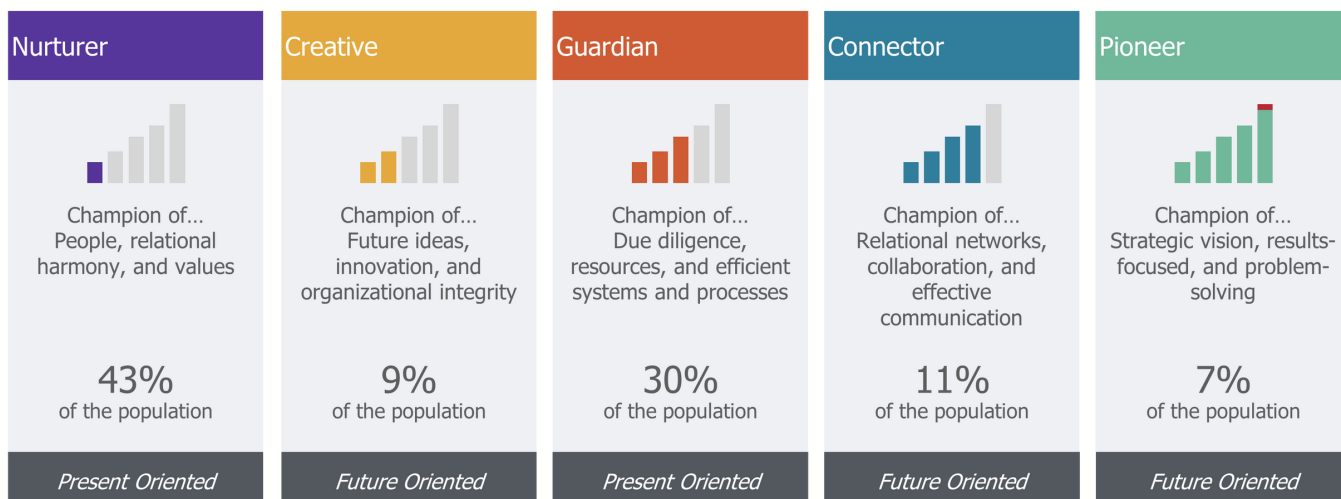
CONNECTORS

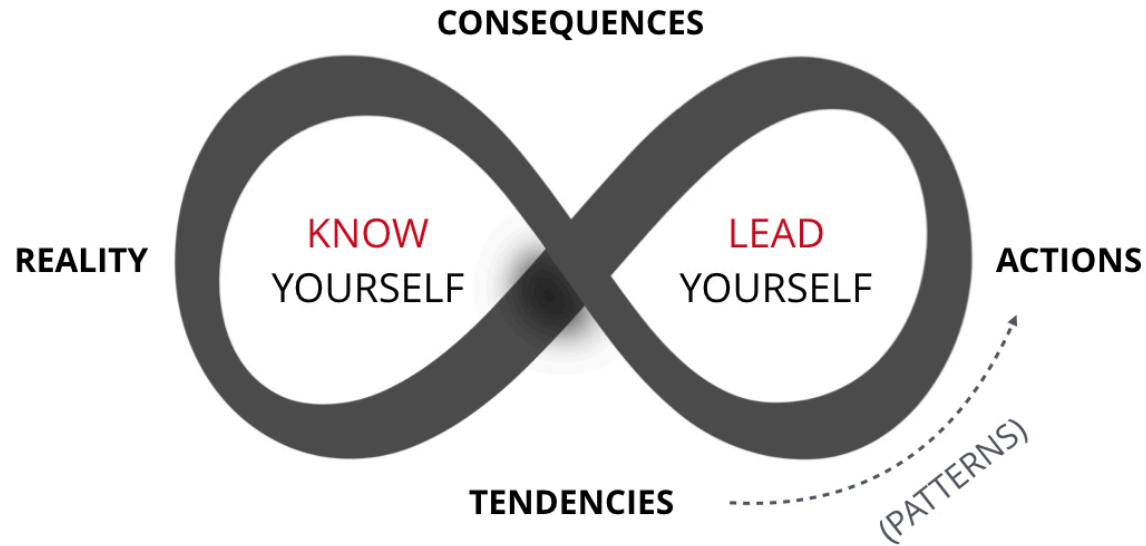
- ☐ Are persuasive and inspirational communicators - rallying people to causes and things they believe in.
- ☐ Are incredibly resourceful - “Whatever we need, I can get it, or I have a source.”
- ☐ Can maintain a large number of relationships.
- ☐ Know how to connect with people and their aspirations.
- ☐ Need appreciation and credit for making key connections - “Are you aware of what I’ve done?”
- ☐ Their people-pleasing tendencies mean they often struggle to bring effective challenge.
- ☐ Often struggle to hear or engage fully with critical feedback.



PIONEERS

- ☐ Approach life with an “anything is possible!” attitude.
- ☐ Visioning and shaping a scalable future is always the highest priority.
- ☐ Their strategic military thinking makes them incredibly effective at aligning people, systems, and resources.
- ☐ Winning is a massive driver, they hate to give up & will drive the team long after others would have given up.
- ☐ Are powerful communicators, using logic and rationality to provide an attractive and compelling vision of the future.
- ☐ The immature Pioneer can often appear very arrogant with a “me-focused” agenda.
- ☐ Quickly dismiss the contributions of those they don’t believe to be competent or experienced.





My Tendencies
“What I tend to do”

Example:
I go to others, instead of the source.

My Patterns
“When I tend to do this”

Example:
When I feel they did me wrong
(didn't listen, didn't help)

My Actions
“What it looks like”

Example:
Gossiping

The Consequences
“What it tends to cause”

Example:
I lose influence/respect with people.

My Reality
“What it's like to be on the other side of me”

Example:
Teammates don't trust me, they wonder if they are the villain of my stories elsewhere.