



THE 5 VOICES



Champion of...
People, relational harmony and values



Watch out for...
Nurturers have a fear of conflict and often won't speak out, beware of silence

Empower them by...
Let them speak first, affirm their competence and the genuine value of their contribution



Champion of...
Future ideas, innovation and organizational integrity



Watch out for...
Creatives can struggle to communicate effectively and have idealist perfectionist tendencies

Empower them by...
Don't judge them on what they say first, help them communicate their ideas. Let them know it's ok to be wrong sometimes



Champion of...
Due diligence, resources, and efficient systems and processes



Watch out for...
Guardians are risk averse, can be negative and bring excessive critique

Empower them by...
Welcome their challenging critique and commitment to due diligence



Champion of...
Relational networks, collaboration, and effective communication



Watch out for...
Connectors always interpret challenge of their ideas as personal

Empower them by...
Give them time to share their ideas and passions, appreciate before you critique



Champion of...
Strategic vision, results-focused, and problem-solving



Watch out for...
Pioneers lack sensitivity, can be unwilling to listen, and perceived as arrogant

Empower them by...
Don't worry - they empower themselves. Just affirm their competence

