

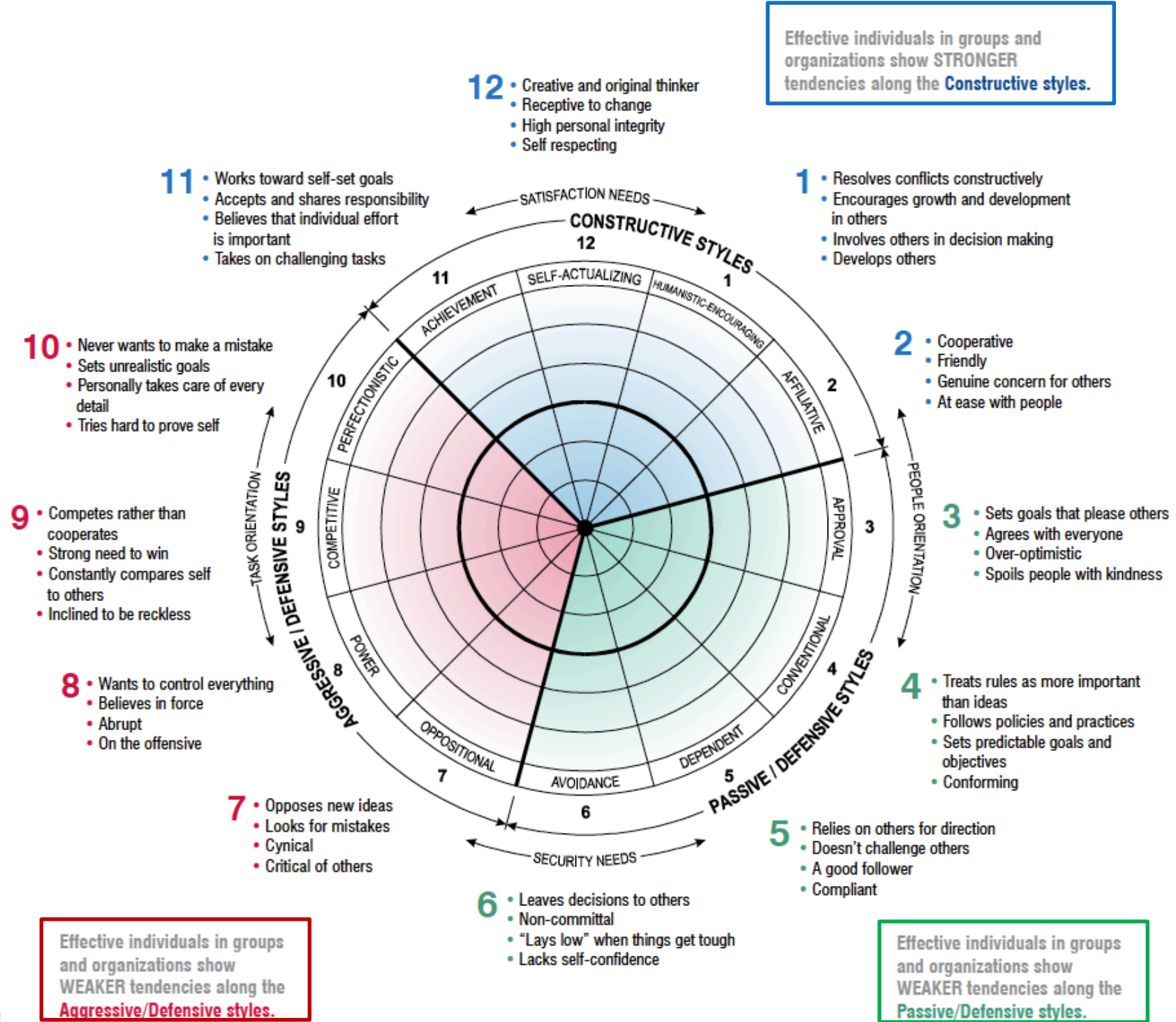
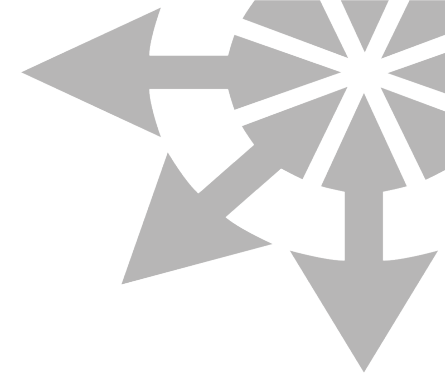
John van Etten

Welcome!

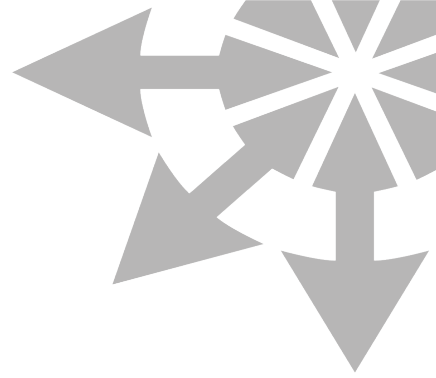
Debriefing a “more” Defensive Profile

Circumplex

Thinking/ Behavioral Styles



How to Debrief a “more Defensive” Profile



What to keep in mind:

Very rare

This differs across “Levels” (LSI)

Appropriate use of the tool?

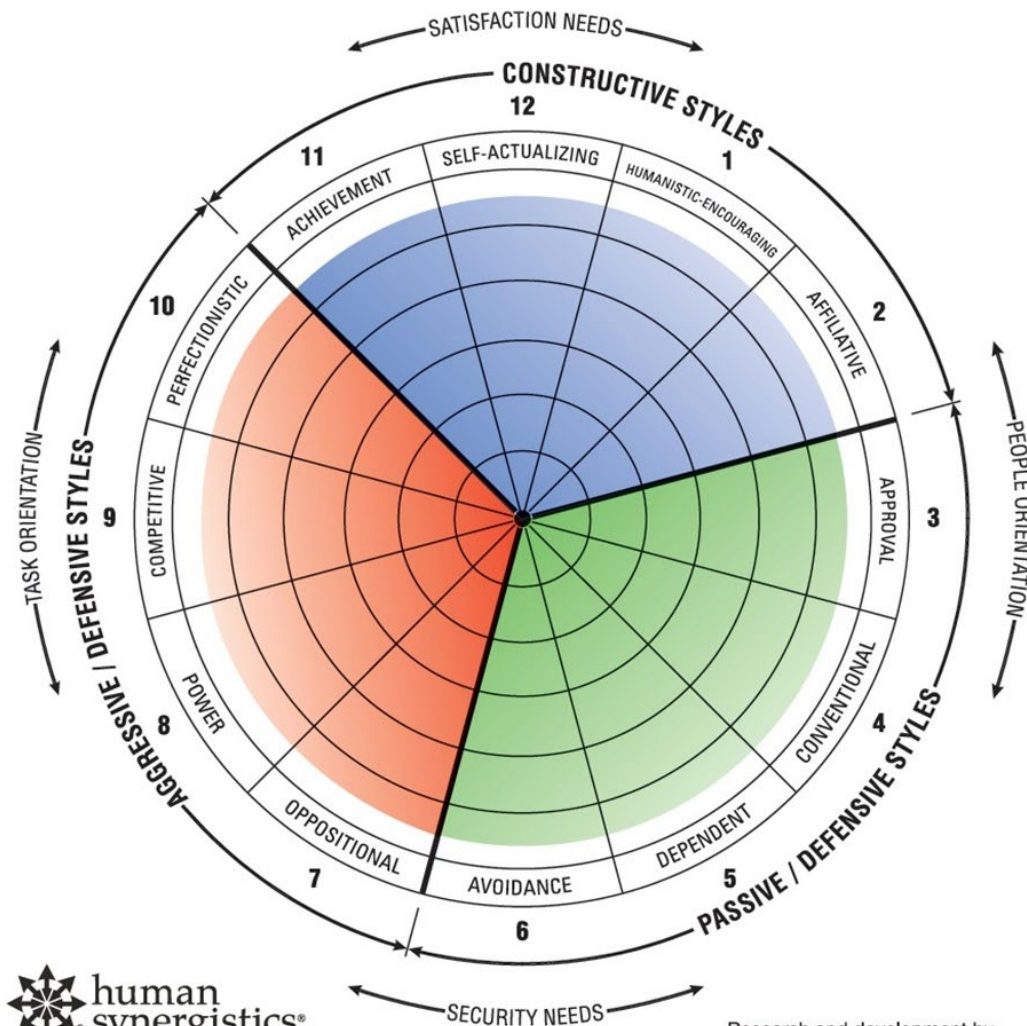
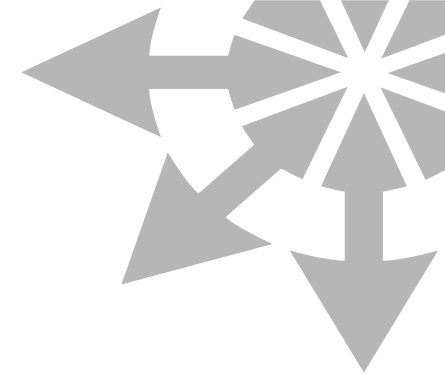
“Better than no change at all”

When have we re-measured?

Same feedback group?

LSI1, LSI2, both?

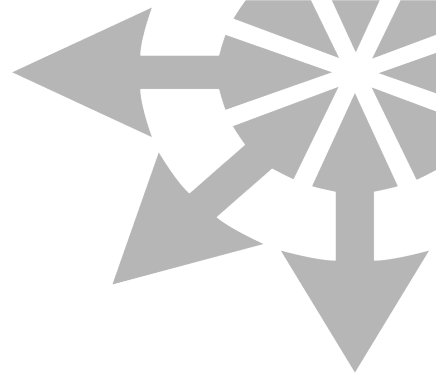
What to look for, “more” Defensive:



Do we see?:

- A) Primarily 1 Style (Dependence)?
- B) A shift from Red to Green/ Green to Red?
- C) Same Profile, Overall more Defensive?

What to look for, “more” Defensive:



Do we see?:

A) Primarily 1 Style (Dependence)?

B) A shift from Red to Green/ Green to Red?

C) Same Profile, Overall more Defensive?

Debrief Questions:

A) How is the development “journey” progressing?

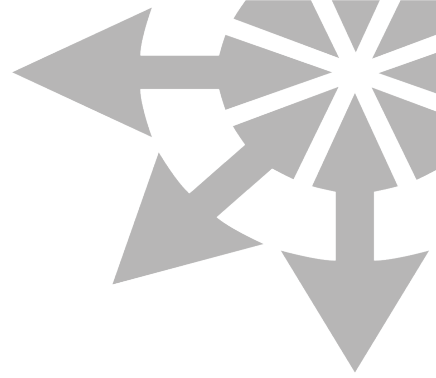
B) Reaction to profile?

C) When? Why? Were you aware?

+ Clear example

+ Awareness, Acceptance, Action?

What to look for, “more” Defensive:



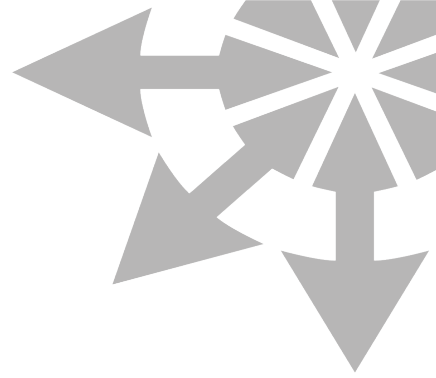
Do we see?:

- A) Primarily 1 Style (Dependence)?
- B) A shift from Red to Green/ Green to Red?**
- C) Same Profile, Overall more Defensive?

Debrief Questions:

- A) How did we (AP/HS) introduce the tool/Circumplex?
- B) What action steps have you taken?
- C) Awareness of change and effect?
- D) Good!*.. but why still Defensive?

What to look for, “more” Defensive:



Do we see?:

- A) Primarily 1 Style (Dependence)?
- B) A shift from Red to Green/ Green to Red?
- C) Same Profile, Overall more Defensive?**

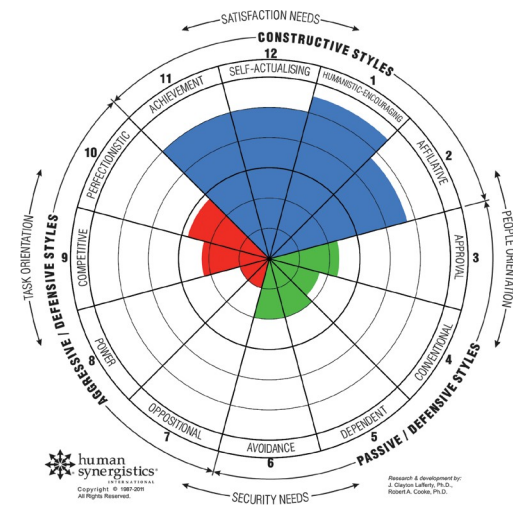
Debrief Questions:

- A) What is going on? Increasing insecurity, less Constructive response.
- B) What action steps have you taken?
- C) Awareness of change and effect?
- D) Reaction to profile?

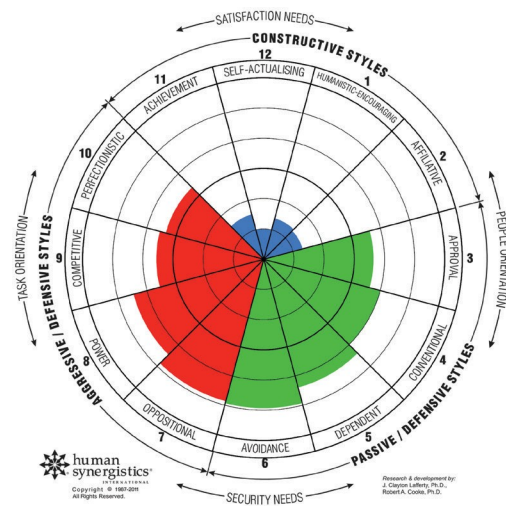
THE CONSTRUCTIVE DIFFERENCE (LSI 1, LWS Self-Description)

47,000 LSI1 respondents, isolating the top 10% and the bottom 10% respondent profiles

MOST CONSTRUCTIVE THINKING



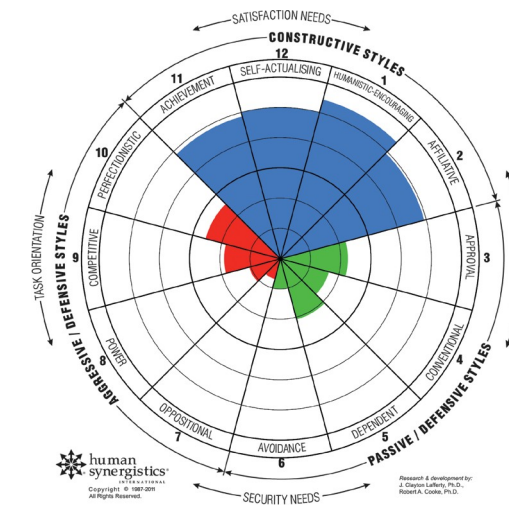
LEAST CONSTRUCTIVE THINKING



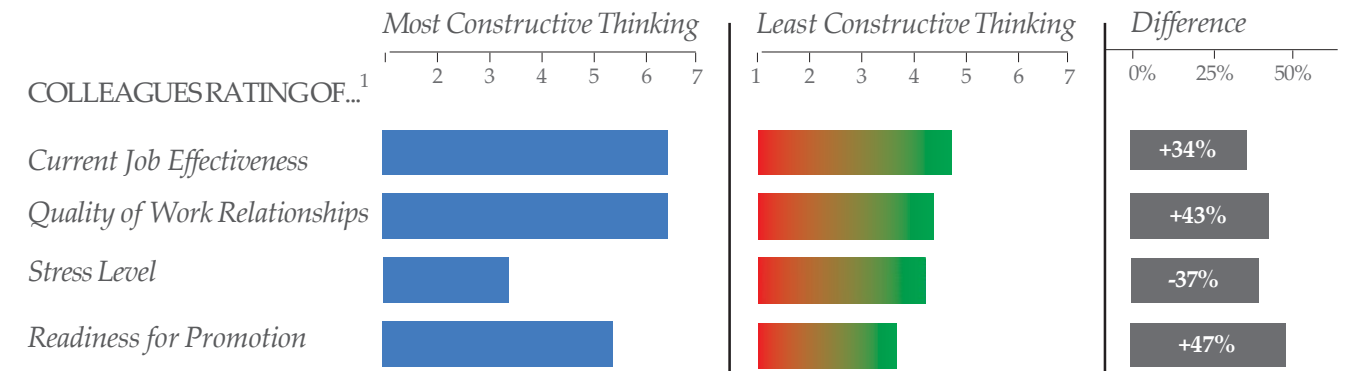
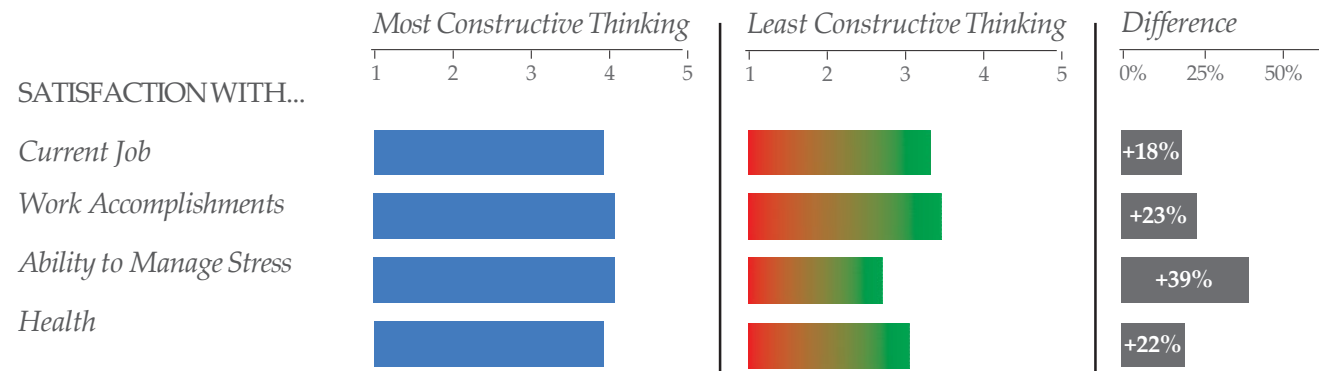
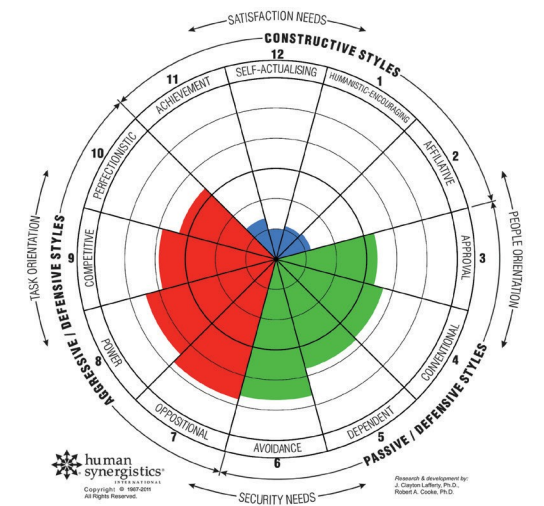
THE CONSTRUCTIVE DIFFERENCE (LSI 2, LWS Feedback)

47,000 LSI2 respondents, isolating the top 10% and the bottom 10% respondent profiles

MOST CONSTRUCTIVE BEHAVIOURS



LAST CONSTRUCTIVE BEHAVIOURS





Thank you!