



**INTEGRIS**  
PERFORMANCE ADVISORS

# Let's Improve Our Communication

Brett Cooper

“We want Lean Thinking  
to be part of the DNA of  
our organization”



People Are Different

*Predictably*  
People Are <sup>↑</sup> Different

***Outgoing***



***Reserved***

***Task  
Oriented***



***People  
Oriented***





***Outgoing***

***Task  
Oriented***

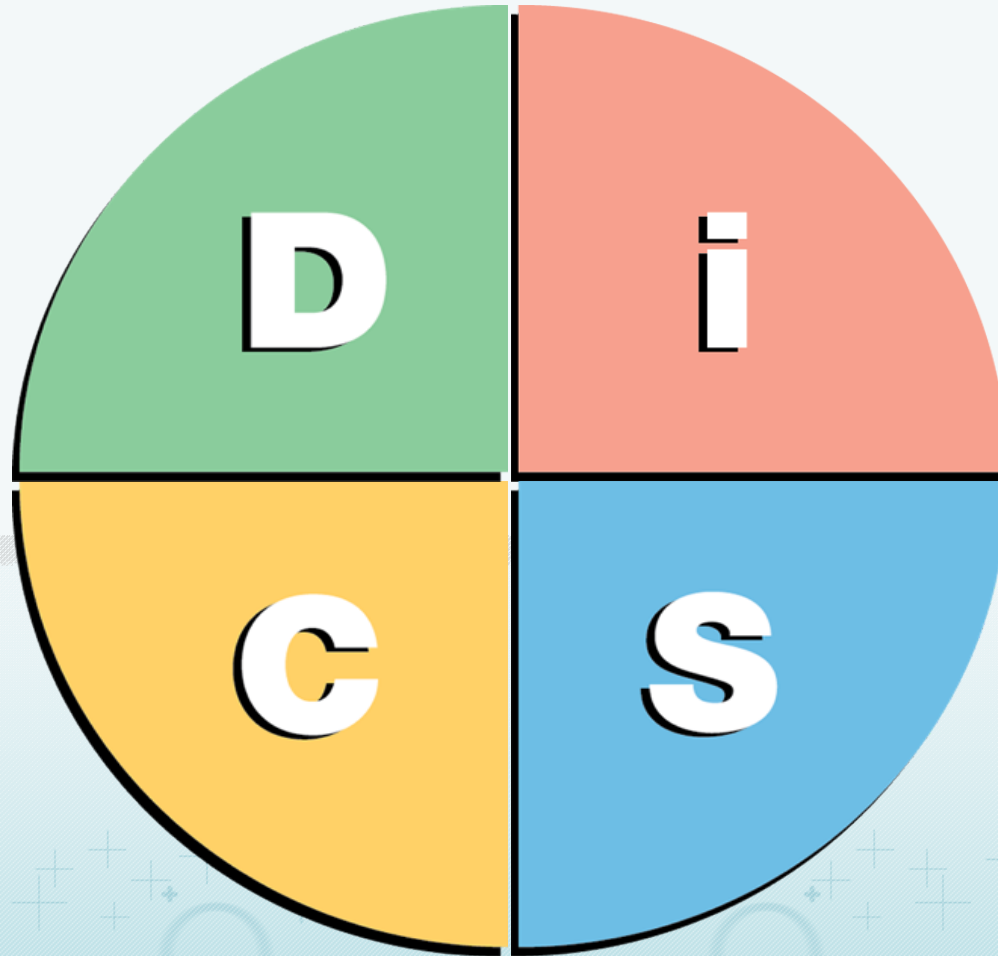
***People  
Oriented***

***Reserved***





***Outgoing***



***Task  
Oriented***

***People  
Oriented***

***Reserved***







Starting a  
new project?



# Why

EVERYTHING



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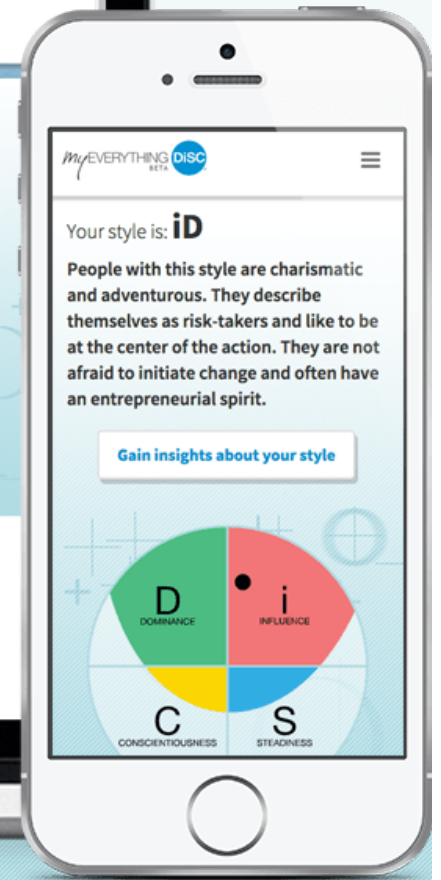
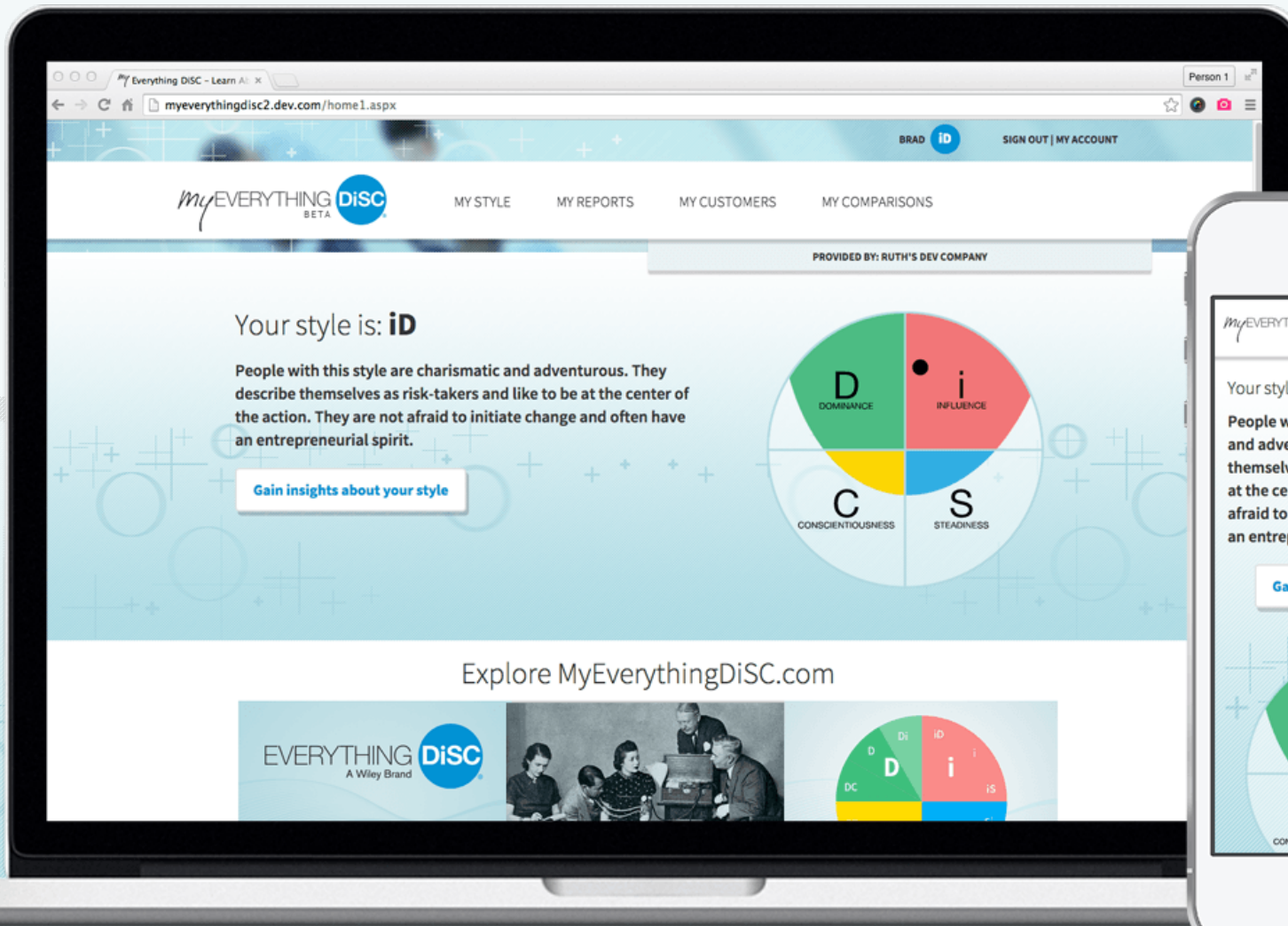


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# 1:1 Comparisons

Get tips for working together

Choose a tip category ▾

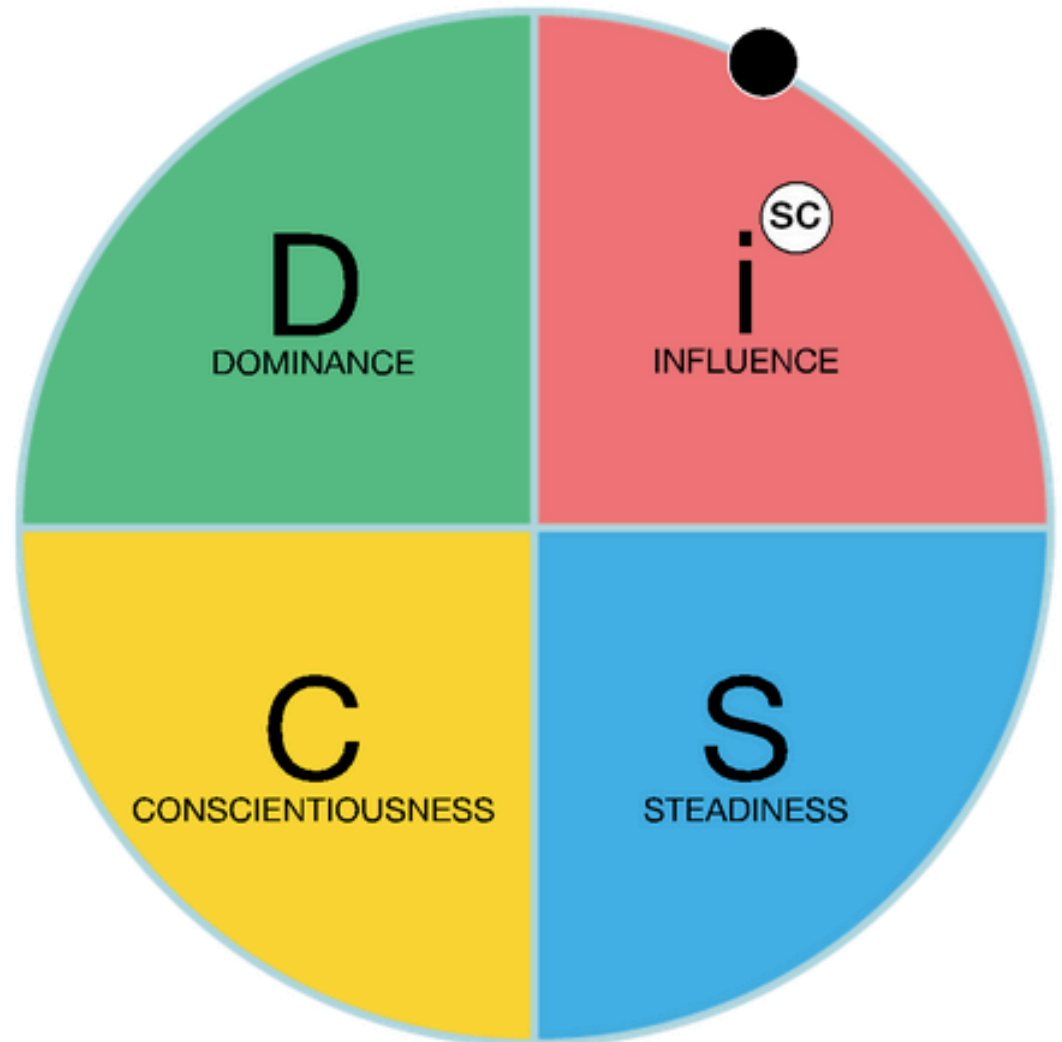
Building Relationships

Getting Buy-In

Giving and Receiving Feedback

Managing Tension

Working On a Project





# 1:1 Comparisons

**SOFT-SPOKEN**

**FORCEFUL**



## Potential roadblocks when working with Sophia

- You both tend to be demanding, so you may have trouble negotiating or compromising with each other.
- Your shared forceful approach may sometimes cause disagreements to become impassioned or intense.

## Potential benefits of you and Sophia working together

- Both of you are usually willing to advocate for your beliefs.
- The decisions that you and Sophia make together are likely to be well informed due to multiple points of view.

## Tips for working with Sophia

- Avoid getting into a competition.
- Take time to listen to each other's opinions more often.
- Refrain from becoming too demanding.

# Group Comparisons

Get tips for working together

Choose a tip category ▾

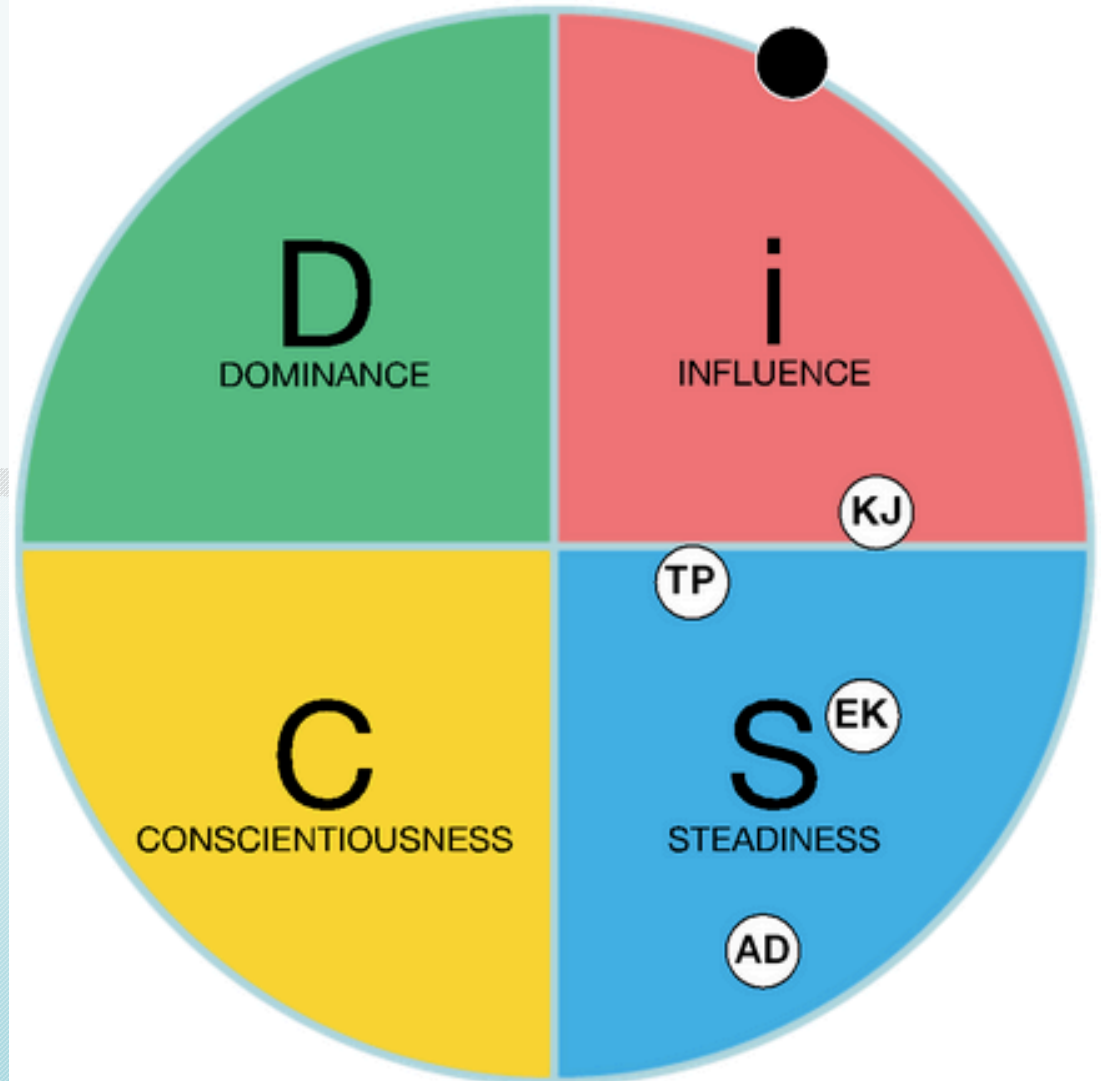
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“This is about people  
enjoying their work more”

- Governor Jay Inslee

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Include:

- **First and Last Name**
- **Agency/Organization**