

The way you communicate with your clients is the heart of the coaching relationship.

Make the connection between your own natural style and that of your clients in order to connect deeply and profoundly, every time.

Opportunities and Challenges:

**The METHODS
Coach's Guide
To Working With
All Six Perceptual
Styles**

Lynda-Ross Vega and Gary M. Jordan, Ph.D.



**Your
Talent Advantage**

Opportunities and Challenges

The METHODS Coaches' Guide to Working With All Six Perceptual Styles

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Welcome!

Opportunities and Challenges – The METHODS Coaches' Guide to Working with All Six Perceptual Styles has been designed to help you understand the opportunities and challenges you face as a coach with the Methods Perceptual Style as you work with clients of varying Perceptual Styles in your practice.

This guide is exactly that, a guide. It is not a hard and fast rule book. While Perceptual Style is a very important determinant of behavior, it is by no means the only one. Using the tips in this guide, along with your knowledge of a client's Perceptual Style and Preferences for Interaction, will help you to make quicker, deeper, and more genuine connections and ultimately greater impact.

Remember that despite the information in this guide and the power of Perceptual Style Theory (PST), you will still encounter some clients that you will have difficulty connecting with. This can happen for a number of reasons – perhaps the client has issues that are beyond the scope of a coaching relationship, perhaps the client is unable to accept that their way is not the only way. With PST, you will recognize these impasses quickly and you'll feel confident in letting go of a coaching relationship that isn't right for you or the client.

This guide is divided into six sections, one for each of the six Perceptual Styles. Each section is loaded with critical information about each Perceptual Style presented in a way designed to be most useful to a coach with the Methods Perceptual Style, like you!

We trust you will find this information as useful and helpful in your coaching practice as we do in ours.

To Your Coaching Success,



Lynda-Ross Vega and Gary M. Jordan, Ph.D.

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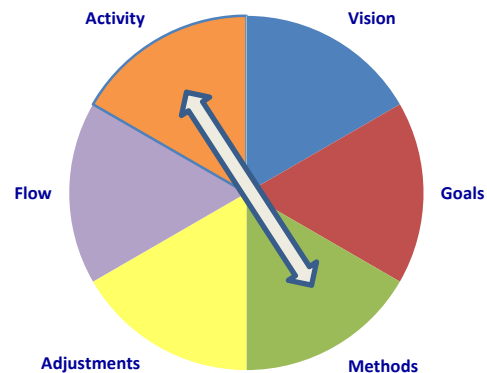
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METHODS AND ACTIVITY

Opposite Relationship

Methods and **Activity** are opposites on the Perceptual Style wheel. Working with opposite Perceptual Styles can be a very rewarding or a very frustrating experience.

As an opposite Perceptual Style you will clearly see what **Activity** is missing and they will initially be very open to your insights, suggestions, and analysis of their situation. However, your understanding of what they need and their ability to take effective action to implement it can be miles apart.



The tension caused by this attraction and repulsion between opposites can be very frustrating.

Common areas where this frustration happens between **Methods** and **Activity**:

Area	Frustration
Energy level	Steady v. Excited
Acceptance of Change	Planned v. Novelty
Social	Observant v. Gregarious
Intensity	Controlled v. Spontaneous
Communication	Intentional v. Candid

Activity Perceptual Experience Summary:

- Very active, always doing something.
- The world is a dynamic and exciting place full of experience, connections, and relationships.
- They know they cannot absorb the richness of an experience unless they are engaged and participating in it.

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- Has a gift for connecting quickly with others, and make friends rapidly and effortlessly, transforming impersonal contact into personal connection.
- Makes personal life an open book to friends, and expects the same in return.
- Knows the world is a complex one in which nothing is static. The pieces are always reconnecting into new patterns and relationships.
- Finds it hard to communicate bare facts and data because to them such communication strips the world of its contextual richness.
- Loves to tell stories and anecdotes, sometimes to make a point, but many times just to share the excitement of an experience with others.
- Ability to see and create connections is not limited to relationships with people. Draws on knowledge and previous experience from seemingly unrelated sources to create original and distinctive approaches and results.
- Their networks and groups serve as sources of validation. They thrive on positive feedback from those around them.

Experience of Each Other

How you see them – You will respond positively to their ability to multi-task, their humor, and their understanding of interpersonal relationships. You will be interested in their ability to explain and foresee the consequences and ripple effects of others' actions, but will be annoyed by their lack of structure, their spontaneity, and their lack of organization. You will be dismayed by what you perceive as their inability to conform to rules and routine and their superficiality. You will not 'get' their humor and you will find their attempts at wit to "lighten the mood" unnecessary and irritating.

How they see you – They will be attracted to your high tolerance for repetition and routine, your ability to create accurate and logical step-by-step procedures, and your ability to follow through on established plans, but they will find your insistence on the "tried and true", unwillingness to "break the rules", your need for order, and your refusal to get caught up in the excitement of an idea maddening. Your calm stability and objective, analytic approach will offend their sense of drama, imaginative and intuitive approach to problems, their immersion in the interpersonal, and their direct engagement of experience.

What **Activity** folks would like you to understand:

- Hearing my own words helps me solidify my experience – I talk a lot.

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- "We" is my pronoun of choice. I relate to everybody.
- Don't fence off my rabbit trails, they have value.
- I'm curious about everything, and am unaware of boundaries.
- I'm idiosyncratic and proud of it – I see complexity and unusual connections.
- I exude personal urgency – now, I say, now!
- Lack of activity is not relaxing for me – it's stressful.

What to expect in their initial presentation

People with the **Activity** PS will regale you with stories and seemingly random bits of information in an effort to provide the context they believe is necessary for you to understand their situation. They are often expansive, candid, and dramatic, and will regularly express themselves in an exaggerated manner that will seem over the top to you. They want you to provide them with structure, direction, and a plan, but they want it to be customized to who they are. They will be greatly helped by your matter-of-fact approach, but they will want the flexibility to choose what they will actually implement (and how). Once they get direction and focus, they will jump into action, but they will quickly wander off course as they are attracted to the next shiny object on the road. They will come back to you for course correction when they find themselves attempting to go in too many directions at once and need your ability to discern the facts from their intuitive connections and experiential impressions. Once they have an exciting idea they are ready to take action even though they have not worked out the details. It is the details that will trip up the implementation of their plan, so walking them through the details to the extent they will tolerate it will be very helpful to them. Your ability to keep a short term focus will help them to achieve their objectives and minimize their "day trip" excursions. They will distrust the matter of fact, step by step nature of your action plans because they'll think you must be missing pieces of context that they believe to be important when you don't get excited with them about possibilities. Explanations should be kept to how the actions steps work with a focus on the needed steps to be taken. **Activity** folks disengage if they can't maintain interest or excitement while they are implementing their plan – the lack of interest or excitement has a direct correlation to their level of endurance and attention.

Communication

How they will communicate with you – A person with the **Activity** PS will communicate to you in a meandering way filled with stories, examples and anecdotes. They are driven to not only provide you with information, but to help