

SUCCESS ROAD MAP SERIES

strengths



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PARTNERSHIP SUCCESS MAP



partners



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**Your
Talent Advantage**



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Partnership Success Map for Joe and Ted

We are so glad that you've chosen to explore the natural strengths you bring to your business partnership!

We know that the information contained in this report will provide you with the insights and tips that will help you to strengthen your partnership and to achieve the results you have hoped for!

This report is organized into five sections:

Perceptual Style Analysis – in this section we present an overview of key characteristics of each of your Perceptual Styles. This provides you with context on the differences between you in how you perceive the world around you and take action.

Preference for Interaction Analysis – in this section we present your PFI results and provide comparison points of what the differences and similarities mean to you.

Partnership Strengths – this is where we provide you with the details regarding the natural strengths that each of you bring to the partnership and how those strengths compliment or overlap each other. We also include some recommendations regarding division of duties between you.

Partnership Challenges – because of your Perceptual Styles and your natural strengths, you'll also have some challenges in your partnership. In this section we identify the blind spots that you need to be aware of and provide tips and suggestions on mitigation techniques.

Interaction Insights – in this final section we provide you with point-of-view perspectives on how each of your Perceptual Styles see the other style, how you approach communication, change, and conflict. This is a great reference section. It's one thing to intellectually understand that your partner sees things differently than you do, it's another thing to "step in to their shoes" for a brief moment and gain greater understanding of just what those differences mean to each of you. Because you are each more than just a Perceptual Style, you may or may not have personally experienced all of the differences presented. The most important thing to remember is that the differences are real, but neither style is right or wrong. They both are valid, they are just different.

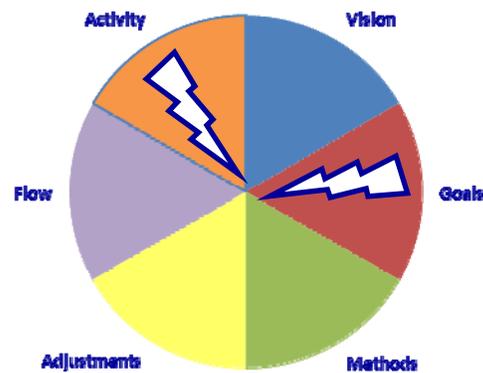
Let's get started!

People readily follow Joe because he is decisive in crises and adept at bringing structure out of chaotic situations while radiating focus, certainty, and calm authority. His single-minded focus allows him to see the fundamental issues in problem situations, to determine the most important task, and to prioritize the steps necessary to accomplish his goal. People look to Joe when they feel unsure, and his willingness to act and to take responsibility gives him influence and generates respect.

Activity and **Goals** are one-off on the Perceptual Style wheel, shown in the graph on the following page:

Unlike neighbors, with one-off Perceptual Styles nothing feels common, and unlike opposites the reason for the disconnect is not immediately obvious.

The biggest challenge between **Activity** and **Goals** is often finding any common ground at all. That's not to say that these aren't great personal and business relationships between these two styles – these are many. But they require conscious intention from both parties.



Common areas while disconnect happens between **Activity** and **Goals**:

Area	Activity Sees:	Goals Sees:
Energy level	Engaged v. Confrontational	Focused v. Scatterbrained
Acceptance of Change	Innovation v. Reactive	Necessary v. Novelty
Social	Friendly v. Closed	Purposeful v. Superficial
Intensity	Spontaneous v. Demanding	Focused v. Reactive
Communication	Anecdotal v. Direct	Direct v. Anecdotal

Preference for Interaction Analysis

Ted and Joe have complimentary **Preferences for Interaction (PFI)**. Each is strong in the **PFI** the other likes least, minimizing potential for head to head competition on how things should be done.

Ted's PFI is:	Joe's PFI is:
• Transactions – 46%	• Operations – 43%
• Resources – 33%	• Resources – 35%
• Operations – 21%	• Transactions – 22%

Because the relative ranking of the PFIs are similar for Ted and Joe (most preferred in the 40 percentile, least preferred in the 20 percentile) they are more likely to experience each other as enjoying something more than they do as opposed to feeling overwhelmed by the other's expertise. For example Joe probably recognizes that Ted enjoys social interaction more than he does and leaves his to it. Ted probably recognizes that Joe is great at getting things done and creating plans so he gladly leaves that to him.

Conflict can arise if Joe and Ted try to complete with each other in **Transactions** and **Operations**. The general rule of thumb is that the person who has the highest preference for a PFI will correct the actions of the other person when there is direct competition or conflict. In this case Joe will always "win" at **Operations** and Ted will always "win" at **Transactions**. In this type of conflict the person with the lower PFI preference can feel like the other person is being overbearing and bossy, even though it's clear that they do have more depth of skill.

The reality that Joe and Ted have a successful business and have worked together for over 15 years speaks to the fact that they have learned to value the differences in each other related to PFIs.

It's probable that over the years they have divided some of their day to day responsibilities along the lines of **Transactions** related activities for Ted, **Operations** related activities for Joe, and shared **Resource** activities.

However, in business there's potential for the classic conflict between Sales and Operations. Ted will easily see sales opportunities and overlook operational readiness in the excitement of creating a sale. Joe will want to ensure operations are set and in place before something is sold; sell it before it's built will really frustrate him.

The common ground if these conflicts occur is **Resources**. Joe and Tine have relatively equal preference for Resources so they will more often than not be in agreement as to who on the team needs to be engaged to resolve issues. Disagreements on **Resources** will be more focused on how something should be handled rather than what needs to happen.