

**Motivated
Incompetent**

**Motivated
Competent**

**Demotivated
Incompetent**

**Demotivated
Competent**

INTRA
(me/me)

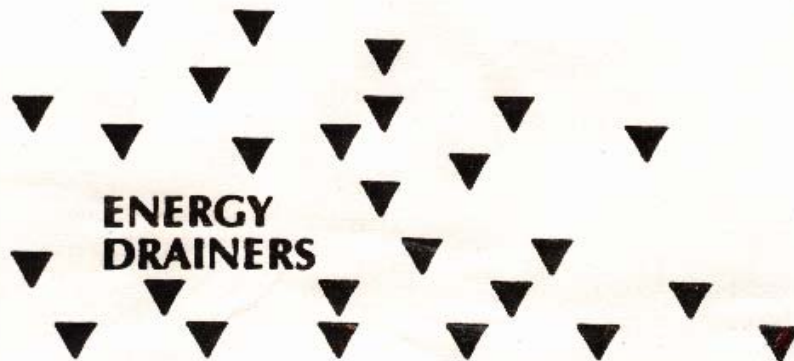
PERSONAL

CONFLICTS

- **HOSTILITY**
- **FRUSTRATION**
- **ANGER**
- **DISAPPOINTMENT**
- **DEPRESSION**

INTER-PERSONAL
(you/me)

PERSONAL/FUNCTIONAL
(me/work)





T Together
E Everyone
A Achieves
M More

All People Are Motivated?

Yes

However it may not be for
what you want them to do

Can You Motivate Others?

No!

Provide an environment for
them to motivate themselves

Successful People



- Understand themselves and how their behavior affects others
- Understand their reactions to other people
- Know how to maximize on what they do well
- Have a positive attitude about themselves
- Know how to adapt their behavior



ARENA

FACADE

BLIND SPOT

POTENTIAL

ARENA

ARENA	FACADE
B S L P I O N T D	

ARENA

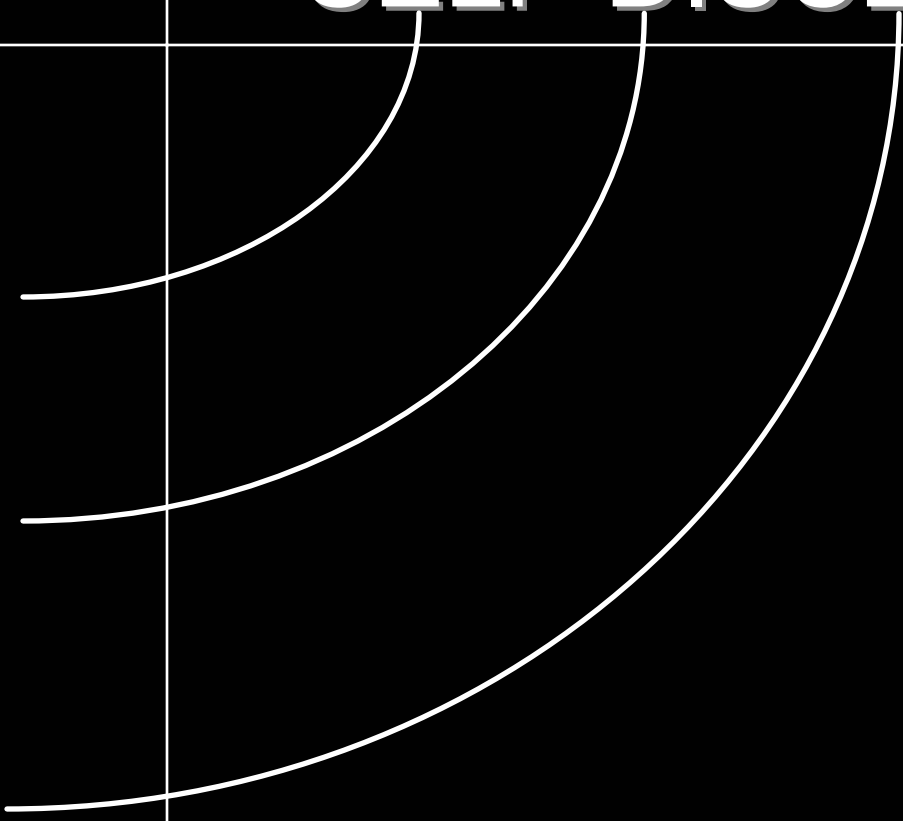
FACADE

B S
L P
I O
N T
D

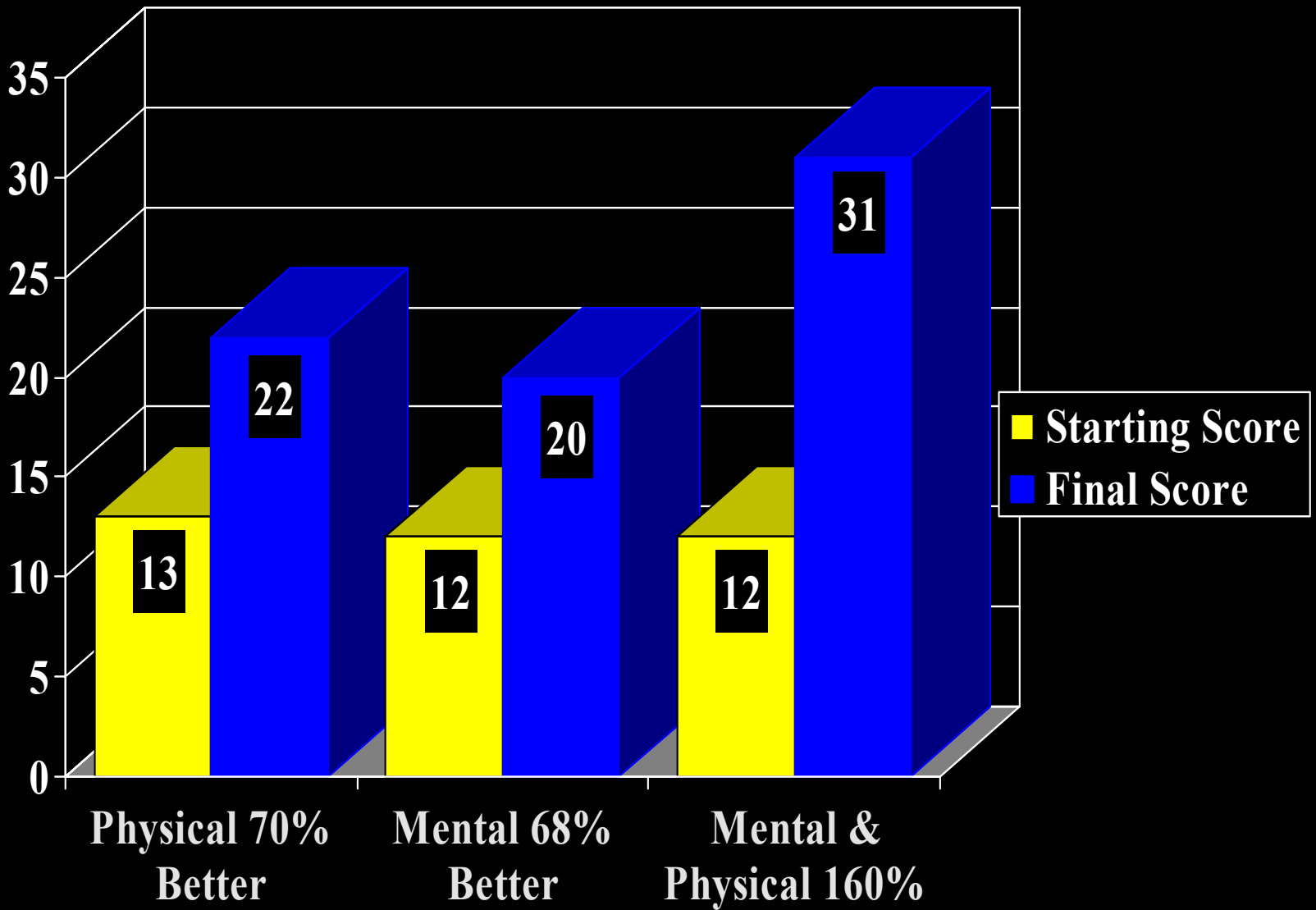
POTENTIAL

SELF-DISCLOSURE

F
E
E
D
B
A
C
K



Visualization



Active and Outgoing or Reserved

If You Answered Yes To
Active and Outgoing,
Are you more concerned with...
Directing of others = “D”
or
Relating with others = “I”

If You Answered Yes To
Reserved,

Are you more concerned with...

Accepting of others = **"S"**

or

Assessing (Judging) of others = **"C"**

Group Composition



D's

I's

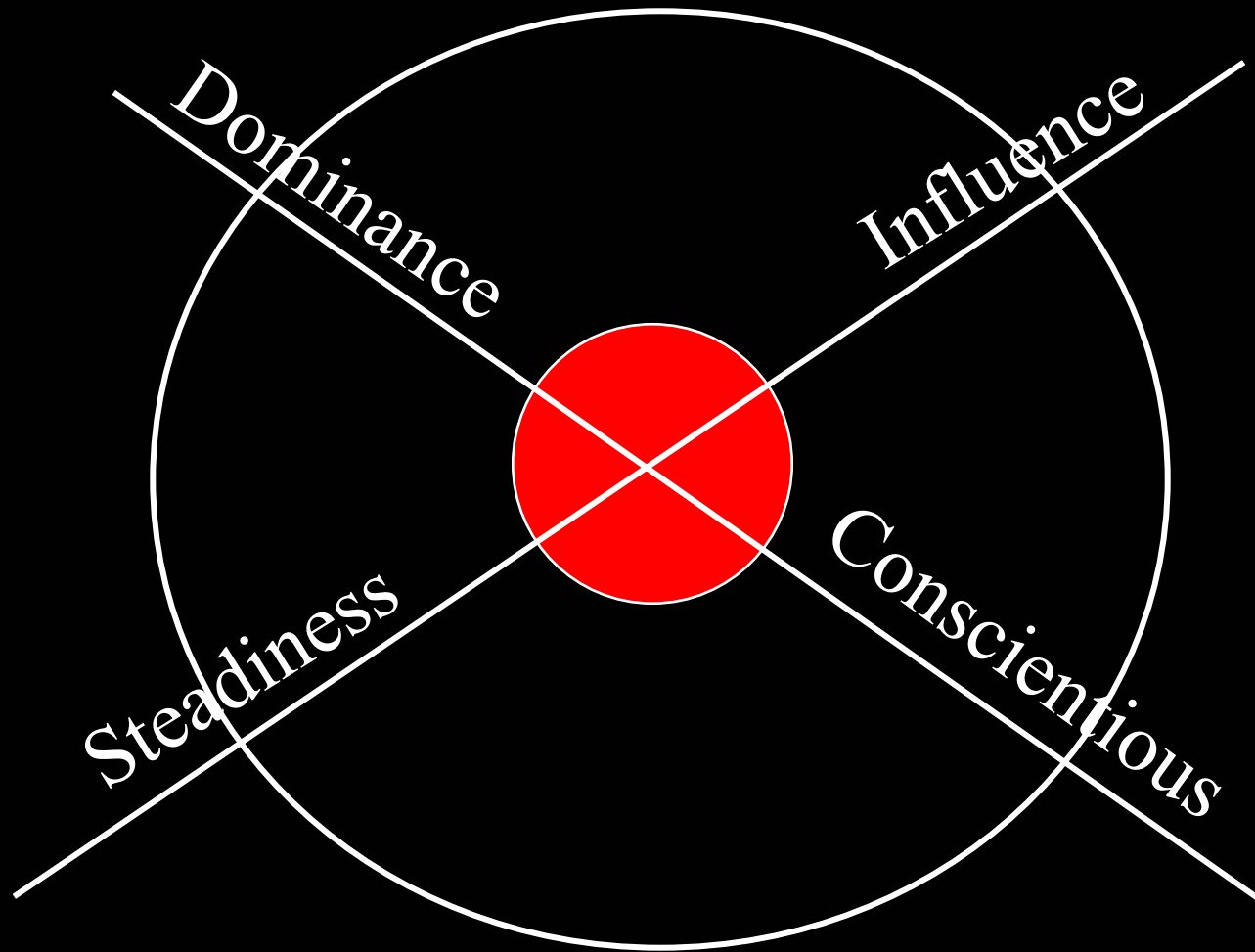
S's

C's

The Four Behavior Dimensions



- **DOMINANCE:** Obtain Results
- **INFLUENCE:** Interacting with Others
- **STEADINESS:** Cooperating with Others
- **CONSCIENTIOUS:** Quality and Standards





Behavioral Flexibility

- Impatience
- High ego strength - High is self-confidence
- Desire Change
 - Can make decisions on very few facts
- FEAR: Being taken advantage of
- MOTIVATED BY- Needing direct answers

Influencing Behavioral Tendencies



- Emotional
- People oriented - Persuasive
 - Often have great ideas
- Disorganized
- FEAR: Loss of social approval
- MOTIVATED BY- Optimism
 - Make decisions on whether it sounds good



- Loyal - Team person - Good Listener - Patient
- Family oriented
- Possessive
- FEAR: Loss of security
- MOTIVATED BY- Changing slowly
 - Base decisions on trust in you

- Perfectionist
- Sensitive and Intuitive
- Accurate - Base decisions on info - pros & cons
- FEAR: Criticism of the job
- MOTIVATED BY- Receiving many explanations



- **D's** base decisions on very few facts
- **I's** base decisions on whether it sounds good
- **S's** base decisions on their trust in you
- **C's** base decisions on information
 - pros & cons

PEOPLE COMPATIBILITY & WORK BEHAVIORAL CHARACTERISTICS

	Excellent		Good		Fair		Poor	
Styles	1	2	3	4	5	6	7	8
D - D				X	√			
D - I					√			
D - S		√				X		
D - C					√			X
I - I	X						√	
I - S	√				X			
I - C			√					X
S - S	X		√					
S - C		X	√					
C - C		X	√					

X = Human Relations

√ = Work Tasks



Mutual Trust
Mutual Respect
Adaptability

Opposites



- ***D - S***
- ***S - D***
- ***I - C***
- ***C - I***

To _____

Date _____ Time _____

TRY & LOSE THIS ONE!

M _____

of _____

Phone _____

Area Code

Number

Extension

TELEPHONED		MUST CALL BY 5 P.M.	
WILL CALL AGAIN & AGAIN		CALLED FROM JAIL	
INCREDIBLY URGENT		CALLING LAWYER NEXT	
INDECENT PROPOSAL TO MAKE		WHERE'S THE CHECK?	
WON'T TRY TO SELL YOU ANYTHING			

Message _____

Operator

Board room

Send all \$ to Fundation
+ let fundation send
\$ to KGI &

Then way to go?
let it be
KGI &
KGI &
KGI &

Stimulating

don't need them like to
rest of you do
I have more important
things to do

Write article Staff Meeting Newsletter

sell in Sept
sell Practice

Keep open or
curiosity - k
open ended.

"Pre checks + Post checks"

July 19 Board - 8 Greeley - 9:00 - 5:00
15-18 Gathering
16-13 Ready for discussion
14 Re-orientation

heart or
no sole
plum
bale
marble

All faculty should come for entire gathering +
expressing gratitude
13-14 Paul & Gail

July 19
KGI &
KGI &
KGI &

Encourage faculty to Cup to date on Review Packet

New faculty reg

for KGI & KGI & KGI &

July 19
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New Staff 20 & Board

2 Nov 16 #17
#18

The Board is very supportive of the faculty members getting together before the Gathering for training and interaction: I STILL NEED SOMEONE TO HELP SET UP THE DETAILS OF THIS FACULTY TRAINING. Please contact me right away if you are willing to help.

Here is the schedule for the Gathering:

July 13-14:	Faculty In-House Training
July 14:	Practicum Update (taught by Paul and Gail)
July 15-18:	Gathering
July 19:	Board of Directors meeting

(July 14....evening....Board of Directors would like to meet with faculty)

ISSUES TO BE DISCUSSED AT FACULTY IN-HOUSE TRAINING.....

1. Paul would like to do special updating for Faculty on July 13
2. Sponsors: It would be best to have only repeaters sponsor a class. The repeaters know best how to market the class and how to explain it to others
3. It has been suggested that we dispense with co-teaching.
4. Each faculty member would then be responsible for setting up and running their own classes, unless a faculty member is in training or in suspension from teaching alone)
5. The seniority system would then not apply.
6. We need to all commit to the SAME sponsor percentage payment. It looks bad for one faculty member to pay sponsors more than the others. COME WITH SUGGESTIONS OF WHAT YOU FEEL IS MORE APPROPRIATE.
7. We need to decide on an efficient system of dealing with criticism of faculty and staff.
8. It has been suggested to change the In-Depth to a 5 day/\$600 course.
9. The Practicum and In-Depth could be advertised and taught at an eight-day workshop for \$995.
10. Based on general feedback, THE FACULTY (as a whole) would benefit from polishing our public relations. (see next page)

**I STILL NEED SOMEONE TO
HELP SET UP THE DETAILS
OF THIS FACULTY TRAINING**



JERRY
TEPLITZ
ENTERPRISES, INC.

Sherry,
Jerry asked me to give
this to you and have you hold
onto it until he gets back.
Dot

Sherry,

Please hold onto
this for Jerry until he
gets back.

Dot

An International Conference That Fits Your Business Style

- **High D's**
 - Its encourages accomplishment
- **High I's**
 - It provides an opportunity to network with peers
- **High S's**
 - It's the same event you attend year after year
- **High C's**
 - It allows you to critique your performance against peers



Behavioral Tendency Continuum

Symbol	Personal Profile	Completed By
A	TEPLITZ, JERRY	JERRY TEPLITZ
B	LATOS, PHIL	PHIL LATOS
C	JOHNSON, ED	ED JOHNSON
D	GIORGIO, ROBERT	ROBERT GIORGIO

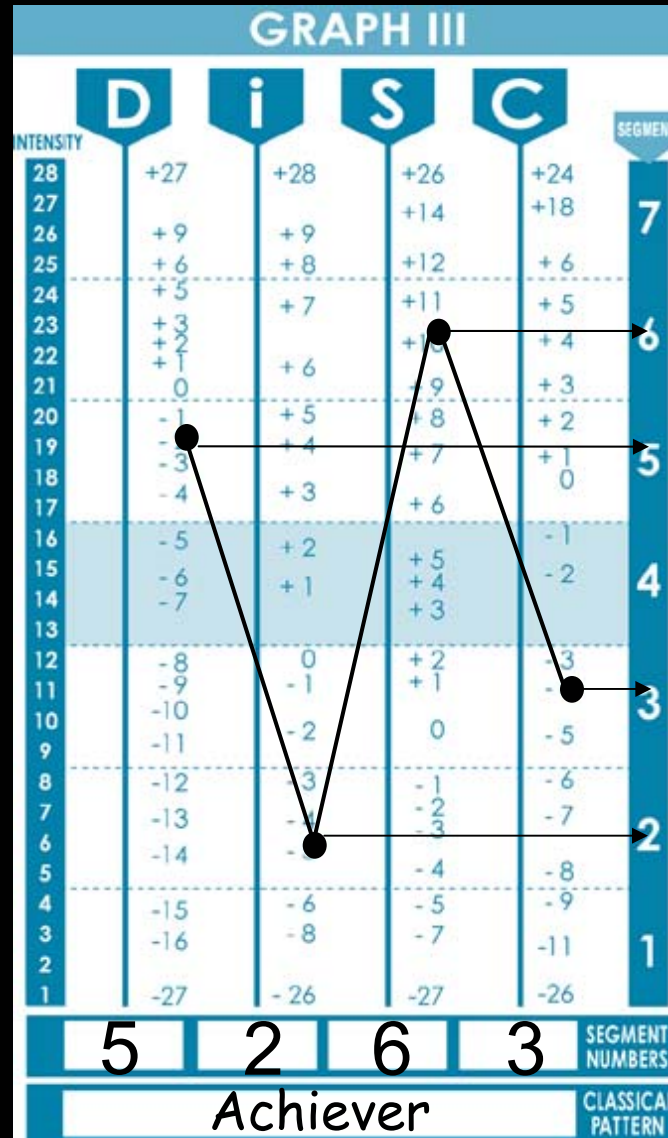
	0	50	100
ACCEPTS - <i>open, receives willingly</i>		B C	D A
ADHERES - <i>sticks to the rules</i>		C D A	B
ADVOCATES - <i>promotes, urges action</i>	A B		D C

THE COSTS OF MIS-HIRING



- Job search
- Training
- Manager's time
- Effect on customers
- Salary
 - Managers amount?
 - Employees amount?

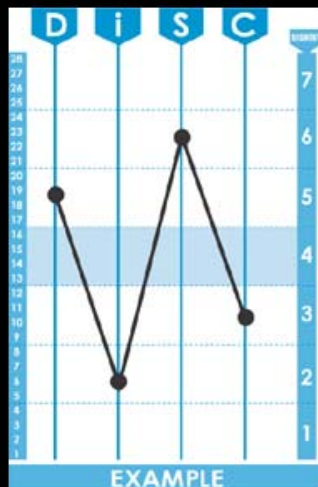
Graph III



Achiever Pattern



Achiever Pattern



Emotions: is industrious and diligent; displays frustration

Goal: personal accomplishments, sometimes at the expense of the group's goal

Judges others by: ability to achieve concrete results

Influences others by: accountability for own work

Value to the organization: sets and completes key result areas for self

Overuses: self-reliance; absorption in the task

Under pressure: becomes frustrated and impatient; becomes more of a "do-er" and less of a "delegator"

Fears: others with competing or inferior work standards affecting results

Would increase effectiveness through: less "either-or" thinking; clearer task priorities; consideration of optional approaches; willingness to compromise short-term for long-range benefits

The motivation of Achievers is largely internal and flows from deeply felt personal goals. Their commitment to their own goals prevents them from automatically accepting the group's goals. Achievers need to see how they can blend their personal goals with the organization's goals. By retaining control over the direction of their lives, Achievers develop a strong sense of accountability.

Achievers demonstrate a keen interest in their work and an intense, continual pursuit of accomplishment. They have a high opinion of their work and may hesitate to delegate tasks when under pressure. Instead, they take on the work themselves to ensure that things are done right. When they delegate, they have a tendency to take back the task if it does not go according to their expectations. Their guiding premise is, "If I succeed, I want the credit; if I fail, I will take the blame."

An Achiever should communicate more with others to expand their thinking beyond either "I have to do it myself" or "I want all the credit." They may need help in finding new approaches for achieving their desired results. Achievers function at peak efficiency, and they expect recognition equal to their contribution — high wages in for-profit organizations and leadership positions in other groups.

- Watch Your Thoughts
 - They become your words
- Watch Your Words
 - They become your actions
- Watch Your Actions
 - They become your habits
- Watch Your Habits
 - They become your character
- Watch Your Character
 - It becomes you!



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