

Squiggly Careers PodSheet

How to work with different people



Strength lies in differences, not in similarities



Stephen Covey

Understanding the difference

To work effectively with different people, you need to first understand your own ways of working.

Reflect on which of these profiles feels most familiar to you (particularly when you are put under pressure):

Heated Hexagon



You're great at driving decisions but sometimes rush people before they feel ready and can create friction and uncomfortable debate.

Data-based Diamond



You're brilliant at finding insights that help people to get to better answers, but sometimes you come across as too rigid and inflexible.

Talkative Triangle



Your energy is amazing for engaging and motivating people, but it can feel overwhelming for people who value time to reflect and think.

Consensus-seeking Circle



You are invaluable for ensuring people feel heard and included, but your need for alignment can sometimes get in the way of progress.

Now think about a colleague who works differently to you. What profile feels like a fit for them?

Reflecting on the impact of difference

The shape I identify with the most is:

Our difference brings us benefits because:



I think my colleague is most like:

At times, our difference feels challenging because:



Managing from the point of difference

IF they are more like a:

THEN try to:

Heated Hexagon

...involve early and update often. Keep communications simple and specific.

Talkative Triangle

...bring them in when it's feeling flat and ring-fence their role in meetings.

Data-based Diamond

...help connect the dots between the data and the decision that is needed.

Consensus-seeking Circle

...use 1-10 scales to help them differentiate progress vs perfection.

Recommended resources



Why we should disagree more

Article from conflict expert Amy Gallo



Work/Life Conversation

Adam Grant and Esther Perel talk about relationships at work



Building Relationships at Work

Squiggly Careers #235 with Thomas Erikson and Megan Reitz