

## Self-report Meeting Styles Profile

Style Categories	Meeting Styles	Very Unlikely	Unlikely	Somewhat likely, or a mixed style	Likely	Very Likely					
Agenda Drivers	<p><b>Floor Takers lead the discussion.</b> They have the self-confidence to speak up and enjoy taking charge of meetings. <i>Floor Takers</i> are likely to keep the discussion moving, but may often dominate or allow ego to interfere with the real issues at hand.</p>	<b>Floor Taker</b>									
		5	4	3	2	1	1	2	3	4	5
	<p><b>Goal Pushers aim high.</b> They encourage the group to think optimistically and ambitiously about what may be possible to achieve. They have a competitive spirit and often a commercial outlook. They like to make decisions and move ahead quickly.</p>	<b>Goal Pusher</b>									
		5	4	3	2	1	1	2	3	4	5
Challengers & Contributors	<p><b>Change Drivers like to make improvements.</b> They are rarely satisfied with a mediocre status quo so tend to drive modernisation or higher quality standards. Having several <i>Change Drivers</i> in a meeting may result in disagreement, but also some lively and productive discussion.</p>	<b>Change Driver</b>									
		5	4	3	2	1	1	2	3	4	5
	<p><b>Problem Finders pre-empt difficulties.</b> They tend to see potential downsides and avert disasters. Meeting productivity may suffer or progress may be stifled by <i>Problem Finders</i> perceiving too many obstacles. Including <i>Change Drivers</i> and <i>Constructors</i> in meetings should help to keep discussions upbeat and productive.</p>	<b>Problem Finder</b>									
		5	4	3	2	1	1	2	3	4	5
Dynamics Drivers	<p><b>Fact Checkers contribute information.</b> They are likely to have read up on key issues, critiqued the data and quantified various options. They may have clear and sometimes unique views as to the best ways to proceed.</p>	<b>Fact Checker</b>									
		5	4	3	2	1	2	1	3	4	5
	<p><b>Constructors are positive thinkers who explore ideas.</b> They think critically about the subject matter being discussed and enjoy gathering others' ideas and opinions. They tend to be open-minded about making constructive change.</p>	<b>Constructor</b>									
		5	4	3	2	1	1	2	3	4	5
Seat Warmers	<p><b>Structurers are organised.</b> Meetings are likely to benefit from having a <i>Structurer</i> present to detail the agreed plans and actions, and to make sure that it is clear who has committed to doing what, by when.</p>	<b>Structurer</b>									
		5	4	3	2	1	2	1	3	4	5
	<p><b>Harmonisers like to please.</b> They want everyone's feelings to be considered as disharmony is very uncomfortable for them. They may find meetings stressful when it is not possible to satisfy all stakeholders. Too high a percentage of <i>Harmonisers</i> may lead to avoidance and little definitive progress, so invite a <i>Goal Pusher</i> and <i>Fact Checker</i>.</p>	<b>Harmoniser</b>									
		5	4	3	2	1	1	2	3	4	5
Seat Warmers	<p><b>Socialites enjoy interpersonal interaction.</b> They tend to be sociable and light-hearted, finding genuine pleasure in others' company. Too many <i>Socialites</i> in one meeting can mean a lot of friendly banter but few decisions. Include a selection of <i>Agenda Drivers</i> and <i>Challengers/Contributors</i> to help keep the focus on outcomes.</p>	<b>Socialite</b>									
		5	4	3	2	1	1	2	3	4	5
	<p><b>Observers take a background role.</b> They prefer to sit quietly and listen to the discussion. They may feel uncomfortable speaking up, especially in large meetings, so their opinions may often go unheeded. A <i>Constructor</i> or <i>Harmoniser</i> is likely to help draw out their perspectives, as may meeting in smaller groups.</p>	<b>Observer</b>									
		5	4	3	2	1	1	2	3	4	5
Seat Warmers	<p><b>Compliers prefer that others decide.</b> They are most comfortable when colleagues set the direction. Then they can play their role in implementing the plan according to the guidelines. They tend to have few strong or independent views.</p>	<b>Complier</b>									
		5	4	3	2	1	1	2	3	4	5

This profile shows self-reported behavioural style in a work situation. It does not necessarily indicate aptitude.