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| *Planners* | *Vision* |
| * Like to plan ahead * Disrupting our plans can be very upsetting/anxiety producing * Let me make my own plans for me * Need to walk out of a meeting with a plan * Ask before volunteering us * Acknowledge that crisis stresses us out, but we are optimistic * Thrown by change * Good with details * Love lists, map out every step | * Need to know goals * If I am not kept in the loop it feels chaotic and unfocused * Keep me informed; ask for my input * Like clear direction * Like to know the “why?”, why this, why that? * Ask “how am I connected?” * Big picture thinking * Can see consequences |
| *Relationship* | *Action* |
| * Relationships are most important * Need to have connections to invest in people we are working with * Value creating safe space to allow and encourage all to participate * Like equity and all voices to be at the table * Is everyone been heard and respected? * How we do is an important as what we do * Understanding and acceptance is key * Need time, don’t rush us | * Learn by doing and from mistakes * Might come across as anxious or inpatient but we are just ready to try * Open and understanding * Don’t misinterpret our body language * We have a “method to our madness”, to us it will work * We feel accomplished if we did something, even if it didn’t work the first time * Just get started, don’t need a full plan to start * Can get impatient with lots of talking * Not afraid of failure |

**Styles Activity Directions:**

1. Give participants the handout describing styles and ask them to determine with which group they most identify.
2. Have participants gather in their identified group and answer the following questions:
   * How does your style show in the work you do?
   * What do you want your co-workers to know about your style?
3. Have a large group report out on what the groups discussed.
4. Facilitators should then enhance the discussion by asking how the group will use this information moving forward with their work on the OE team. How will they use this in the everyday work environment?
5. Other styles, personality or strengths finder tests may help the group to learn about each other. Examples include:
   1. True Colors (free): <https://my-personality-test.com/true-colours>
   2. Strengths Finder (pay): <https://www.gallup.com/cliftonstrengths/en/252137/home.aspx>
   3. SCARF Model (free): <https://neuroleadership.com/research/tools/nli-scarf-assessment/>