



The Power of Your Voice

What are the Superpowers of each Voice?



How does each Voice help the team win?



 5 Voices

What is the Negative Power of each Voice?



What are the triggers for each Voice?



 5 Voices

Appendix

| Voice | The Triggers |
|---|---|
|  <p>Nurturer</p> | <p>You feel taken for granted You are not heard Your values are being ignored People you care about are being treated unfairly</p> |
|  <p>Creative/ Pioneer</p> | <p>Incompetence and inefficiency Arrogance People appearing to dismiss your ideas Exaggeration of the truth</p> |
|  <p>Creative/ Connector</p> | <p>Values you hold dear are being ignored or trampled on People you feel responsible for are being treated badly Someone breaks a promise to you</p> |
|  <p>Guardian</p> | <p>Lack of trust in others' credibility Unnecessary risk taking Unresponsive arrogance When illogical people appear incompetent</p> |
|  <p>Connector</p> | <p>People taking credit for your work People not recognizing the validity of your ideas You sense people aren't for you People aren't willing to collaborate</p> |
|  <p>Pioneer</p> | <p>Perceived incompetence People challenging your competence People threatening your vision Time-wasting</p> |

Personal Development Plan

The one action I will take away and commit to is...

| Action | When will I start this? | To whom am I accountable? |
|--------|-------------------------|---------------------------|
| | | |

Homework

Here is the homework to strengthen your knowledge found on OS Pro

| Personal Exercises (OS) | Team Exercises (OS) |
|---|--------------------------------|
| The Power of Your Voice The Presence of Your Voice | The Power of Your Team's Voice |

All Assignments Can Be Accessed on GiANT OS at giantos.com

5 Voices for Teams Workbook



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