

Familyhood






Statewide Training

The Positive Power of Your Voice

5 Voices for Teams / The Power of Your Voice

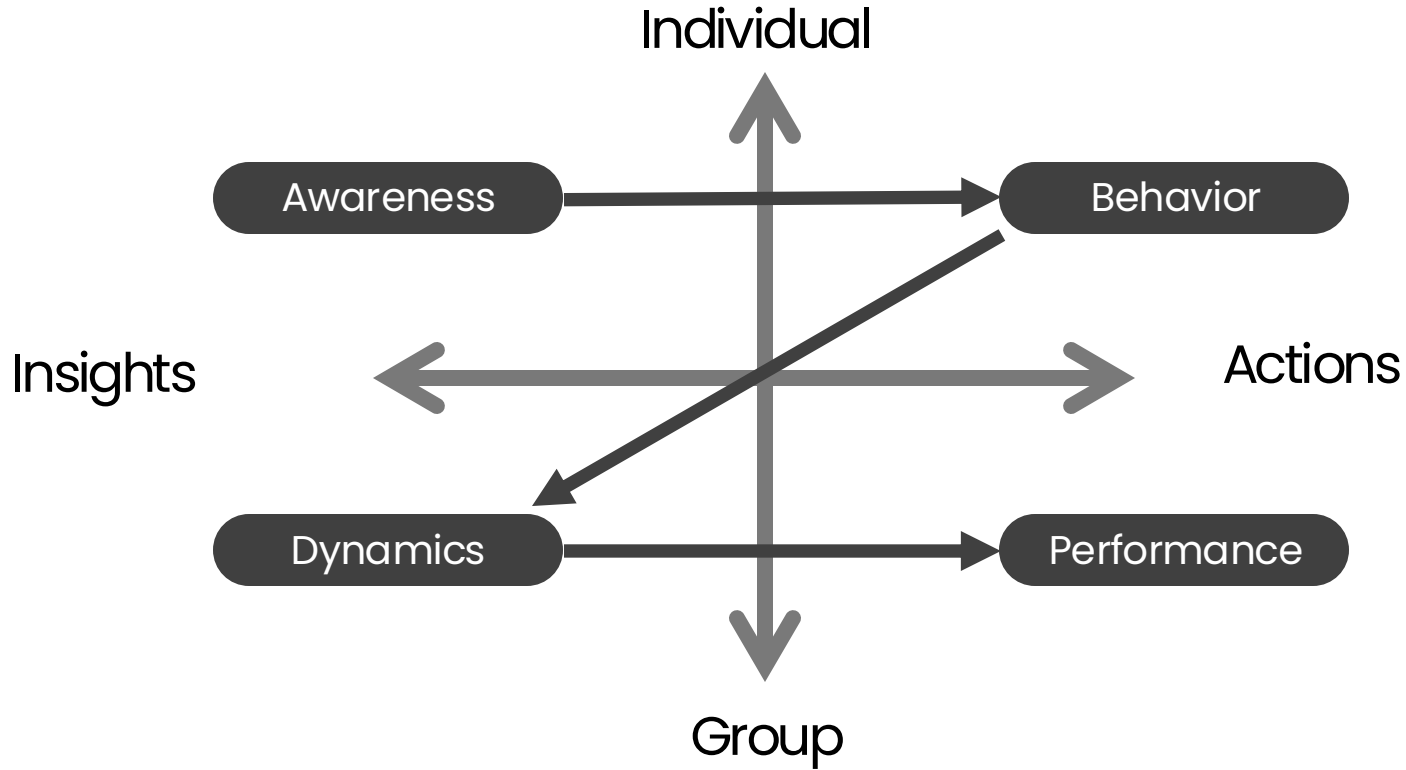
5 VOICES



Nurturer	Creative	Guardian	Connector	Pioneer
 <p>Champion of... People, relational harmony, and values</p> <p>43% of the population</p> <p><i>Present-Oriented</i></p>	 <p>Champion of... Future ideas, innovation, and organizational integrity</p> <p>9% of the population</p> <p><i>Future-Oriented</i></p>	 <p>Champion of... Due diligence, resources, and efficient systems and processes</p> <p>30% of the population</p> <p><i>Present-Oriented</i></p>	 <p>Champion of... Relational networks, collaboration, and effective communication</p> <p>11% of the population</p> <p><i>Future-Oriented</i></p>	 <p>Champion of... Strategic vision, results, and problem-solving</p> <p>7% of the population</p> <p><i>Future-Oriented</i></p>



Relational Intelligence Matrix



Every Voice offers **unique advantages** and **positive superpowers** that elevate your team's performance.



Take a photo of your Voice slides.



Superpowers



Take a photo of your Voice slides.

Nurturers are empathetic and caring, often ensuring that all team members feel valued and heard.

Their strength lies in their ability to maintain harmony within the team, provide support, and think about the welfare of others.

They can be powerful advocates for team cohesion and morale.

 **Superpower**



Nurturer

Quietest Voice



Present-oriented



43% of population



Superpower

People, relational harmony, and values

- Emphasize empathy, ensuring all team members feel valued and heard
- Excel in maintaining team harmony and a supportive environment
- Foster cohesion and high morale, acting as the team's glue
- Advocate for the team's welfare and interests



Take a photo of your Voice slides.



Take a photo of your Voice slides.

Creatives are innovative and insightful, able to see possibilities and opportunities that others might miss.

They bring a depth of thought to the team, often coming up with unique solutions to complex problems.

Their strength is in their visionary thinking and ability to anticipate future challenges or opportunities.

 **Superpower**



Creative

2nd-Quietest Voice



Future-oriented



9% of population



Superpower

Future ideas, innovation, and organizational integrity

- Excel in innovation, spotting opportunities and possibilities others overlook
- Offer deep, thoughtful insights, proposing unique solutions to complex issues
- Strong in visionary thinking, driving the team with forward-looking ideas
- Skilled in anticipating future challenges and opportunities



Take a photo of your Voice slides.



Take a photo of your Voice slides.

Guardians are practical, reliable, and detail-oriented. They bring a critical eye to projects— focusing on processes, systems, and potential risks.

Their strength lies in their ability to create stability and structure, ensuring that decisions are well thought out and that the team is prepared for potential pitfalls.

 **Superpower**



Guardian

3rd-Loudest Voice



Present-oriented



30% of population



Superpower

Due diligence, resources, and efficient systems and processes

- Emphasize practicality and reliability, focusing on detail-oriented tasks
- Bring a critical eye to processes, systems, and potential risks
- Excel in creating stability and structure within the team
- Ensure decisions are thoroughly considered and prepare the team for potential pitfalls



Take a photo of your Voice slides.



Take a photo of your Voice slides.

Connectors excel in communication and networking.

They are able to understand and relate to a wide variety of people, making them excellent at building relationships both inside and outside the team.

Their strength is their ability to translate what others are saying and facilitate collaboration to bring people together around a common goal.



Connector

2nd-Loudest Voice



Future-oriented



11% of population



Superpower

Relational networks, internal collaboration, and effective communication

- Excel in communication and networking, connecting with a wide variety of people
- Skilled at building relationships both inside and outside the team
- Facilitate collaboration and unite team members around common goals
- Drive team unity and cooperation through effective interpersonal skills



Take a photo of your Voice slides.



Take a photo of your Voice slides.

Pioneers are strategic and driven, often leading the charge toward new initiatives and goals.

They bring a sense of direction and momentum to the team, pushing boundaries and encouraging innovation.

Their strength lies in their ability to challenge the status quo, inspire action, and lead the team toward achieving its objectives.

 **Superpower**



Pioneer

Loudest Voice



Future-oriented



7% of population



Superpower

Strategic vision, results, and problem-solving

- Strategic and driven, leading new initiatives and setting clear goals
- Provide direction and momentum, pushing boundaries and fostering innovation
- Challenge the status quo and inspire team action
- Lead effectively, guiding the team toward achieving its objectives



Take a photo of your Voice slides.

When balanced and well integrated, the 5 Voices create a **dynamic, productive** team environment—valuing diverse perspectives and driving **innovation and success.**



Group Exercise

10 Minutes

Split into five groups, one for each Voice.

How do your superpowers elevate the team's performance?

The Negative Power of Your Voice

5 Voices for Teams / The Power of Your Voice

**Every Voice has the
possibility of negatively
impacting others.**

**Stress can impact how
your Voice is felt by those
around you.**

**Under moderate stress,
Voices can exhibit
subtle behavioral shifts
that influence their interactions
with others.**

Under EXTREME stress, these changes become more pronounced and potentially disruptive.

5 VOICES



Nurturer



Champion of...
People, relational
harmony, and values

43%
of the population

Present-Oriented

Creative



Champion of...
Future ideas,
innovation, and
organizational
integrity

9%
of the population

Future-Oriented

Guardian



Champion of...
Due diligence,
resources, and
efficient systems and
processes

30%
of the population

Present-Oriented

Connector



Champion of...
Relational networks,
collaboration, and
effective
communication

11%
of the population

Future-Oriented

Pioneer



Champion of...
Strategic vision,
results, and
problem-solving

7%
of the population

Future-Oriented



When under stress, a **Nurturer's** avoidance of conflict can create unresolved issues and resentment in the team—leading to a lack of honest communication and hindering team growth—while also causing them to withhold care from those they believe are hurting others.



Nurturer
Withholding Care



Nurturer: Negative Voice Impact



- Withdrawing and withholding care
- Communication breakdown
- Cold, distant, and transactional
- Increased personal stress and possible burnout

Contrary to their typical warmth and concern for others, they withdraw their care and support, instead treating others with disdain or indifference.



Nurturer: The Triggers



- You feel taken for granted
- Your opinions are not being sought or heard
- Important values are being sidelined or ignored
- People you care about are being treated unfairly





Under stress, a **Creative's** focus on future ideas without considering practical details can frustrate team members, who may feel their immediate concerns are ignored.



Creative/Connector

Hulking Out



Creative/Connector: Negative Voice Impact



- Emotional outbursts
- Ignoring practical details
- Imposing their vision over others'
- Inconsistency and a lack of follow-through

They use the raw power of their emotion and convictions to heatedly confront and berate someone, especially to undermine their character.



Creative/Connector: The Triggers



- 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





Creative/Pioneer
Laser-Like Critique



Creative/Pioneer: Negative Voice Impact



- Sharp and cynical criticism
- Impatience
- Dismantling someone's idea, argument, or character
- Shocking and lacking tact
- Dominating vision
- Unrealistic expectations



Creative/Pioneer: The Triggers



- Incompetence and inefficiency
- Decision-makers appearing arrogant and complacent
- People seeming to dismiss your ideas
- Exaggeration of the truth





Under stress, the **Guardian's** focus on caution and risks can lower team morale and stifle innovation. Team members may hesitate to suggest bold ideas or take risks, fearing criticism and/or interrogation.

A person in a light green sweater is sitting at a white table, writing on a clipboard with a black pen. Another person in a beige sweater is sitting across from them. The table has a white coffee cup and saucer. The background is a bright, modern interior.

Guardian Interrogation



Guardian: Negative Voice Impact



- Stifled innovation with their relentless questioning
- Lowered team morale
- Slower decision-making as they weigh the risks
- Micromanagement leading to lower productivity
- Interrogation using hard questions that could make people feel exposed, incompetent, or worthless



Guardian: The Triggers



- Not trusting the competence of a decision-maker
- Incompetent people challenging your competence
- Not having your questions taken seriously
- Unnecessary risk-taking





Under stress, a **Connector's** enthusiasm and need for harmony can make them defensive about critiques and scattered in focus, which can stifle collaboration and undermine team alignment. In the end, it could lead to cyber warfare.



Connector Cyber Warfare



Connector: Negative Voice Impact



- Becoming defensive and taking things personally
- Sowing doubt about perceived detractors
- Overwhelming others with their ideas
- Avoiding conflict but participating in gossip
- Superficial relationships that undermine true collaboration



Connector: The Triggers



- People taking credit for your work
- People not recognizing the validity of your ideas
- Sensing people aren't "for you"
- People not willing to collaborate





Under stress, a **Pioneer's** strong drive for action and decision-making can overshadow quieter voices on the team. This can create a culture where not all perspectives are valued or considered, undermining team unity and diversity of thought.

A yellow Pioneer bulldozer is shown in a wooded area, working on a dirt path. The bulldozer is positioned in the center of the frame, facing right. It has a large blade at the front and tracks. The background is filled with tall, thin trees, and the ground is covered in dirt and some rocks. The lighting is somewhat dim, suggesting an overcast day or a shaded area.

Pioneer Bulldozing Others



Pioneer: Negative Voice Impact



- Overpowering others
- Ignoring diverse perspectives
- Undermining team unity
- Impatience
- High pressure and a resistance to collaboration under time constraints



Pioneer: The Triggers



- Frustration with the incompetence of others
- People challenging your competence
- People threatening your vision
- Inefficiency and unnecessary delays





Group Exercise

10 Minutes

How can your team help each Voice maximize their positive contribution and minimize their negative impact on the team?

CORE PROCESS

- **Call It**

What happened? What is the learning opportunity?

- **Own It**

Why did it happen? What did we learn?

- **Respond**

What is the most important thing we can do in response?

- **Execute**

When will we do it? How will we know if we are successful?



Familyhood

Statewide Training