

## MEANING

For you, a common understanding of the **meaning** and vision of the work is first and foremost. You must understand the purpose of the group work before you choose to participate. If the meaning is not clear, then nothing else can be clear. From meaning comes clarity about what kind of structure is appropriate and what kind of action will reflect the meaning.



**Meaning** individuals want to know:

- Why are we doing this?
- What's the purpose?
- Does this matter?
- What is our vision?

## CARING

For people who choose **caring** as a preference, it is essential that everyone in your group is included, and time is taken to know each other well. It is important to understand the strengths and contributions that each person can make, and that a process be developed that sets group norms which will productively deal with possible conflicts and solutions to problems.

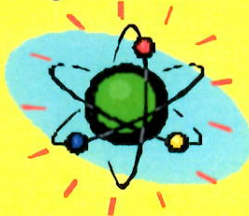


**Caring** folks ask:

- Is everyone OK?
- How is everyone feeling about this?
- Do we need to take a break?

## STRUCTURE

It is important to you that a **structure** be developed so that everyone knows "the rules of the game." Everyone should be clear about how, and by whom decisions are made, the form of meetings, the way in which visions will be developed, and the progression of the work. If a structure is not in place everything else seems useless or disorganized.



**Structure** folks often ask questions like:

- When?
- How?
- Who says?
- How long?
- What time?

## ACTION

For you, **action** is at the core of meaningful work—don't talk forever, do something! You want to experience the steps of a plan and learn from that experience. Action people lead by example. Your motto is "JUST DO IT!" You believe that a structure and meaning will logically develop from action.



**Action** individuals tend to say:

- Enough talk, let's move, let's do it!