

Success Strategy/ Comfort Zone

The following tool is provided to help reveal an individual's current reality. The unconscious motivators of behavior that may either enhance or inhibit their effectiveness.

Remember, the value of understanding this unconscious mechanism is that it gives the possibility of operating "outside the box": Creating actions that are focused on fulfilling their vision for the future rather than actions that are comfortable habits from the past.

This is to be used as but one tool in the 5 step process of Change Leadership.



SUCCESS STRATEGY PROFILE

Please check each word or phrase that you feel is descriptive of you:

- | | |
|---|---|
| <input type="checkbox"/> IMPATIENT | <input type="checkbox"/> TALKATIVE |
| <input type="checkbox"/> CONTROLLING | <input type="checkbox"/> EXPRESSIVE |
| <input type="checkbox"/> AGGRESSIVE | <input type="checkbox"/> OUTGOING |
| <input type="checkbox"/> DEMANDING | <input type="checkbox"/> ENTERTAINING |
| <input type="checkbox"/> ARGUMENTATIVE | <input type="checkbox"/> POPULAR |
| <input type="checkbox"/> STUBBORN | <input type="checkbox"/> SOCIABLE |
| <input type="checkbox"/> IMPULSIVE | <input type="checkbox"/> SPONTANEOUS |
| <input type="checkbox"/> DECISIVE | <input type="checkbox"/> GOOD MIXER |
| <input type="checkbox"/> TEMPERAMENTAL | <input type="checkbox"/> TRUSTING |
| <input type="checkbox"/> BOLD | <input type="checkbox"/> CHARMING |
| <input type="checkbox"/> PRECISE | <input type="checkbox"/> TRADITIONAL |
| <input type="checkbox"/> THOROUGH | <input type="checkbox"/> METHODICAL |
| <input type="checkbox"/> PERFECTIONIST | <input type="checkbox"/> SLOW TO CHANGE |
| <input type="checkbox"/> ACCURATE | <input type="checkbox"/> AMIABLE |
| <input type="checkbox"/> DETAILED | <input type="checkbox"/> WORRIER |
| <input type="checkbox"/> STRUCTURED | <input type="checkbox"/> PATIENT |
| <input type="checkbox"/> CAUTIOUS | <input type="checkbox"/> EASY GOING |
| <input type="checkbox"/> METICULOUS | <input type="checkbox"/> PREDICTABLE |
| <input type="checkbox"/> HATE CRITICISM | <input type="checkbox"/> DIPLOMATIC |
| <input type="checkbox"/> SUSPICIOUS | <input type="checkbox"/> HOLD BACK FEELINGS |

Instructions

After checking the words that describe you on the previous page, draw a vertical line down the middle of the two columns. Then draw a horizontal line between the words Bold & Precise and Charming & Traditional, creating 4 quadrants with 10 words in each quadrant.

Then count the number of words you checked in each quadrant and note the number in the quadrant.

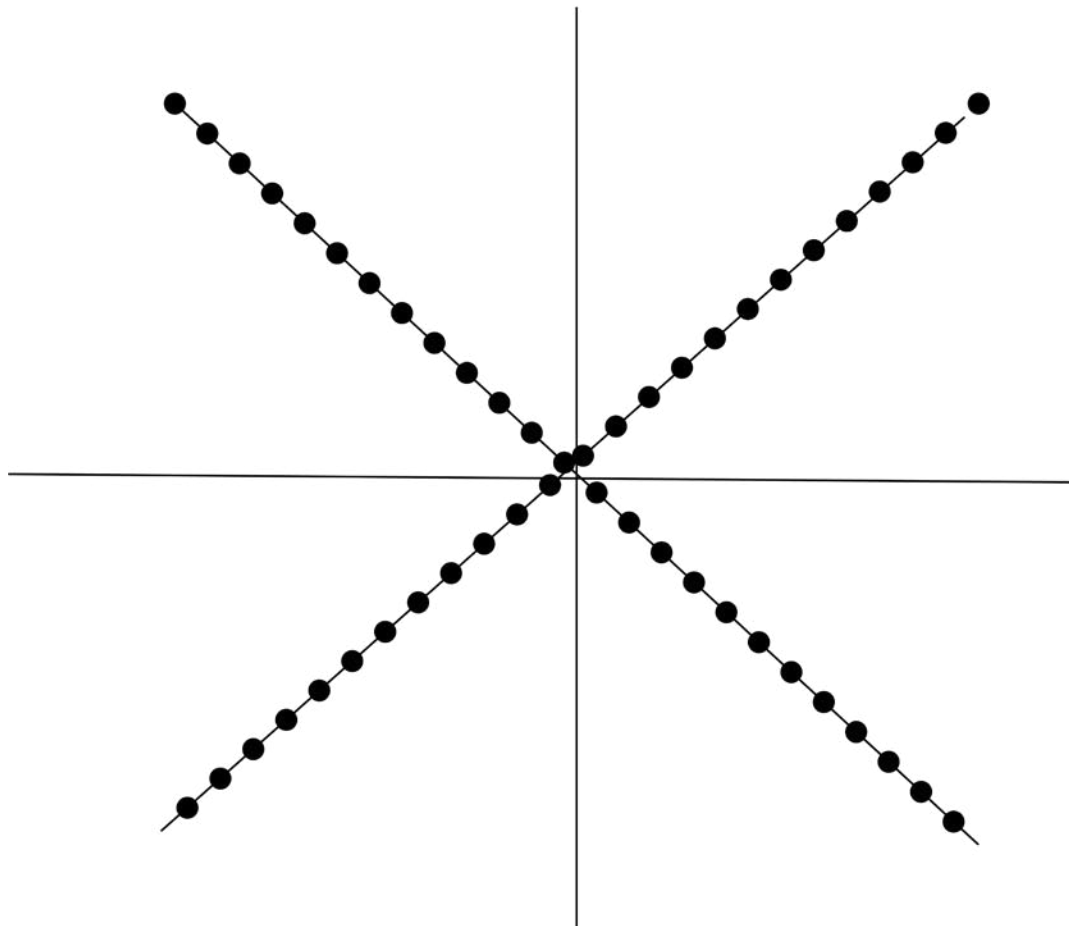
Go to the next page, and in each quadrant post your score. In other words, if you had a 4 in the upper right hand quadrant, start at the center of the axes on the next page and count out 4 dots in the upper right hand quadrant and place a mark. Do that for each of the 4 quadrants. Then connect the dots. You will have created some sort of trapezoid, kite, or box.



Success Strategy/ Comfort Zone

Control

Interaction



Perfection

Stability

SUCCESS STRATEGY PROFILE

As human beings, each of us develops personality characteristics or behaviors that we find “comfortable”. At the core of these characteristics is the desire to satisfy basic human needs. Many knowledgeable people in the field of human behavior have concluded that there are four basic groups of human needs that influence our behavior.

The basic need for:

- Control - desire to create a sense of being master of a situation, relationship or circumstance.
- Interaction- desire to be “connected” to others.
- Stability- desire to experience a stable, unchanging environment.
- Perfection- desire to insure that tasks and actions are completed “correctly”.

The importance that an individual places on each need category (hierarchy of needs) greatly influences the personality characteristics that he or she will develop.

Examples: An elevated need for *Interaction* may result in a friendly or cordial personality.

A high need for *Stability* could be demonstrated in a personality that is reliable and steadfast.

Every person develops personality characteristics which they find *comfortable* and that become their *natural* or automatic strategy for being successful in life; it becomes the **Default Success Strategy**.

The emphasis and limits of an individual’s *Default Success Strategy* or “comfort zone” (the behaviors that become comfortable or “natural”) have a strong impact upon their perspectives or view of the world around them.

Examples: Someone with a high need for control will automatically look to solve a problem by getting it under control.

A person with a high need for perfection will automatically look for the “right” answer to solve the problem.

How can the individual’s *Default Success Strategy* mechanism be a detriment to building a strong team?

How can the individual’s *Default Success Strategy* mechanism be supportive in building a strong team?



For more information on how to use these tools and an entire change leadership technology, contact:

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