Personal Style and Effectiveness – The 'GRID'

'The GRID' © Ian Saunders 1986

Purpose

To enable me to work more effectively with people, by identifying my own and other people's styles within a framework.

Opportunities for use

Formally

- In workshops and sessions where understanding each other's styles will aid effectiveness.
- In preparation for working with any individual or group/team.

Informally

All the time. Being more aware of and making best use of differences in style can significantly increase effectiveness and outcomes.

Benefits

- ✓ Increased personal effectiveness.
- ✓ Improved results in groups.
- ✓ Greater awareness and understanding of individuals.

Outline of this tool

Personal Style and Effectiveness (The GRID) is based on a nine box grid. Each box describes a personal style. These styles are a combination of a). "what I do with my emotions" and b). "the behaviours I use to control others". These are illustrated by a). emotions being channelled inwards appearing withdrawn or unemotional or channel them outwards appearing flamboyant or emotional and b). behaviours ranging from Ask to Tell.

Within each style there is a list of strengths and overplayed strengths. Overplayed strengths are the strengths done too much (or too little) so that they are perceived as weaknesses.

Use the GRID to consider my preferred styles and the preferred styles of people that I work with. By thinking about styles within this framework how does it help me to understand relationships and situations that seem 'easy' or 'difficult'?

In 'Where my emotions go' Out		
Analysing	Reasoning	Directing
Cooperating	Involving	Instructing
Supporting	Suggesting	Inspiring

Ask 'How we control others' **Tell**

How to use this tool

- When planning for a meeting consider the styles of the people I will be with and how I can best work with them
- Recognise that
  - people to the right side of the GRID value pace and energy
  - people to the left value understanding and togetherness
  - people to the top value a task focus
  - people to the bottom value a people focus and emotional warmth

References

For more information about the GRID visit the Alchemy of Coaching website at the address below.

www.alchemyofcoaching.com

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