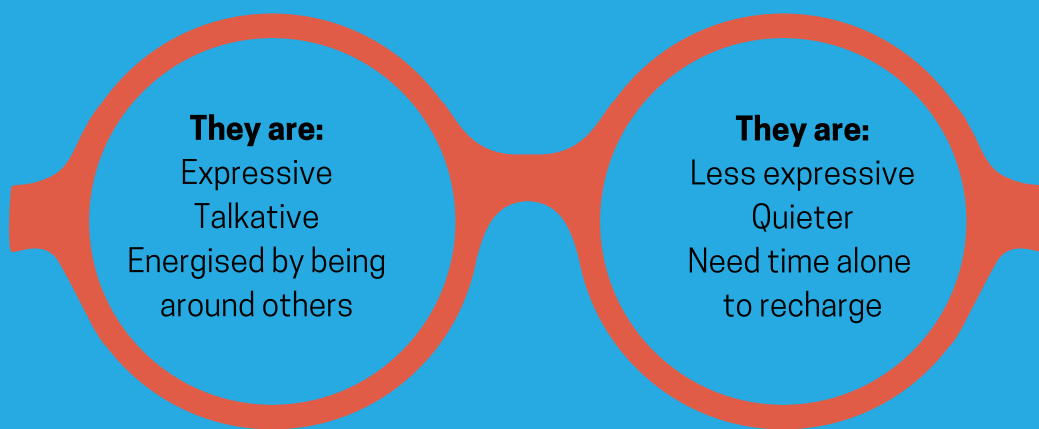


What lens are you looking at others through?

It's not always clear, but here are a few clues you may be able to spot when working with others. If someone prefers to do things differently to you, these tips may help make it a smoother process.

Remember, just because someone does things differently, doesn't mean it's wrong - it's what feels right to them.

Where people get their energy from



Be aware that they:

- may prefer to talk face-to-face or on the phone.
- are likely to say what is going on in their heads as they process things.
- can be a bit 'full on' when debating an issue - they may interrupt others as part of this.

Consider:

Requesting more time to think about an issue, if you need it.

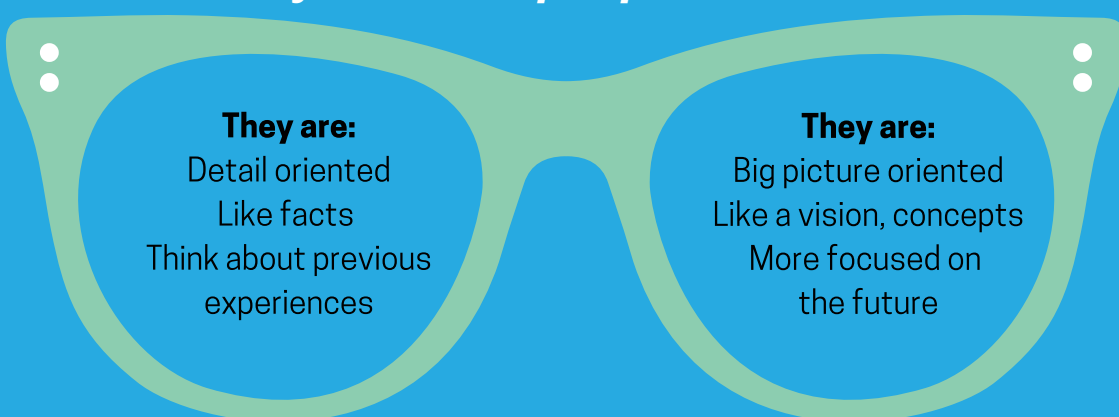
Be aware that they:

- may prefer to use email rather than face-to-face.
- are likely to think their thoughts through before answering.
- are less likely to do their best thinking when put 'on the spot'.

Consider:

Asking them to think about something in advance.

What information people like and trust



Be aware that they:

- are likely to ask practical questions quite early on.
- may be frustrated by vagueness.
- are likely to notice specifics like typos - this may distract them from the overall message.

Consider:

Providing clarity. Answering questions as they arise.

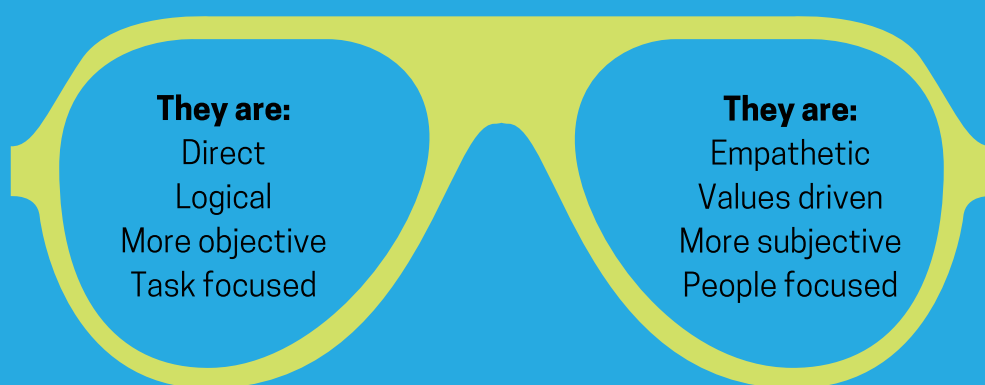
Be aware that they:

- are more interested in the final outcome/vision.
- may prefer to brainstorm rather than focus on specifics.
- may not spot typos.

Consider:

Giving an overview before going in with the detail.

How people make their decisions



Be aware that they:

- like to look at the issue from a logical perspective.
- can appear a bit blunt or assertive.
- will appreciate seeing the pros and cons.

Consider:

Avoiding becoming overly emotional.
Not going overboard on pleasantries in emails,

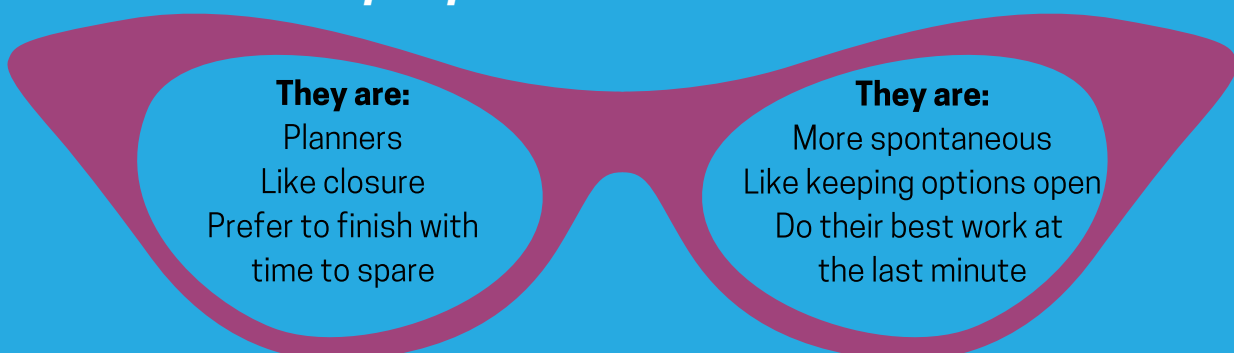
Be aware that they:

- like to build personal connections.
- are attuned to the emotions of others.
- will consider the impact of a decision on others.

Consider:

Investing time in your relationship with them.
One word emails like 'Fine' can be misinterpreted.

How people meet their deadlines



Be aware that they:

- don't like last minute changes.
- may be 'intense' when stressed by a deadline.
- enjoy making plans, knowing where they are going
- often use -ed words e.g *finished*.

Consider:

Communicating changes ASAP and regularly updating.

Be aware that they:

- are often happy to 'go with the flow'.
- can appear more casual about time.
- can find plans restricting.
- often use -ing words e.g *finishing*.

Consider:

Not micro managing - follow up in a relaxed way.

Visit <https://www.tamsin-regnes.co.uk/> to learn more about how to discover what makes you 'tick and appreciate that others may 'tock'

