

# COACHING PAGE

JANE Q. PUBLIC



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In *working with others*, JANE Q. is straightforward; JANE Q. is primarily independent, and given to a few close, personal relationships.

When *giving or accepting direction*, JANE Q. is self-assertive. Enjoys debate and active, participative discussion.

As to *competitiveness and stamina*, JANE Q. is competitive and bottom-line oriented; JANE Q. prefers warm, genuine relationships; feels defeated and dejected when relationships go awry. JANE Q. is very strong-willed, demanding, sometimes unconsciously oppositional.

When *organizing or planning*, JANE Q. questions everything. JANE Q. won't blindly follow instructions unless the wisdom of doing so is obvious; JANE Q. must maintain a sense of personal freedom. Cautious and thoughtful but usually comfortable with making decisions. JANE Q. needs more time and information for important decisions.

## SUGGESTIONS FOR COACHING JANE Q. PUBLIC

Capitalize on JANE Q.'s willingness to play devil's advocate.

Address the positive sides of issues.

Keep communications direct and impersonal. Be as straightforward as possible when giving praise, almost matter-of-fact.

- \* Keep debates controlled and positive.
- \* Provide a balance of team and individual goals.
- \* Freely explain the reasoning in making changes.

Lead with a balance of thoughtfulness and decisiveness but be sure JANE Q. has time to think about important decisions.

\* Particularly significant; may impact other areas