



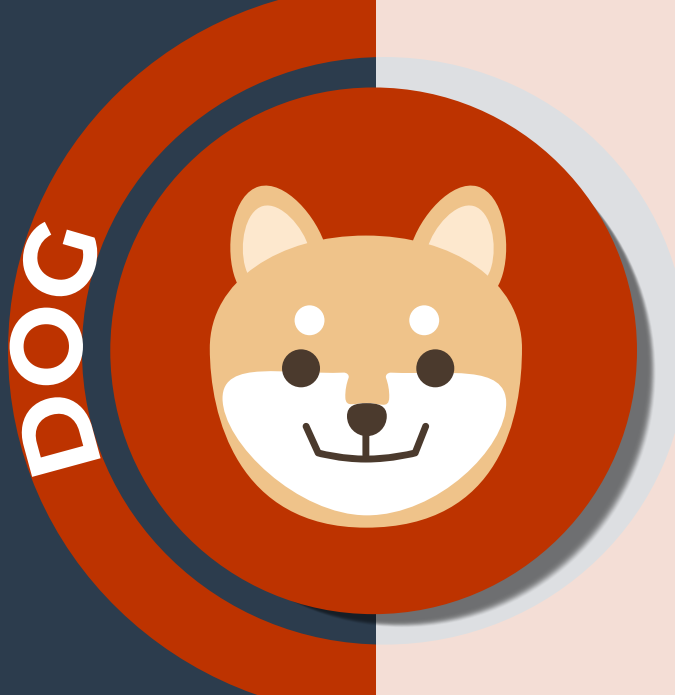


Change Personalities

How to create value and fulfilment in your team during times of change.

Change Personality	Traits	Upside	Downside	Value to Team	Value During Change
 <p>CHEETAH</p>	<p>Loner Impatient Impulsive Brave</p>	<p>Happy to take the first step. Paves the way for the team. Creates time for others to adjust.</p>	<p>May become frustrated with others. Misses detail. May make mistakes. Can be viewed as arrogant.</p>	<p>Can provide insight and intelligence about the change and it's potential impact.</p>	<p>Their agility has the potential to provide you and the team, under your guidance, with the ability to pivot and change direction when the plan or the roadmap changes.</p>
 <p>MEERKAT</p>	<p>Cautious Team player Considered Nervous</p>	<p>Gathers information. Likes to understand the full picture. People gatherer. Team mindset.</p>	<p>Can be overwhelmed. May get bogged down in detail. May go quiet/missing from time to time. Can be viewed as slow.</p>	<p>Creates trust and a place to go during messy, uncertain confusing times.</p>	<p>Their considered, people gathering approach makes them the perfect champion of change. Someone to act as conduit between you and the team.</p>
 <p>OSTRICH</p>	<p>Positive Sociable Laser focused People person</p>	<p>Looks for the positives. Thrives when selling the benefits. Likes to engage others in the conversation.</p>	<p>May ignore pain points that appear later in the journey. May not focus enough on developing trust. Can be viewed as unempathetic.</p>	<p>Helps others see the positive side of the change. Can raise the energy and momentum in the team.</p>	<p>Their positivity has the potential to lift the team when times are tough and enable people to see the value of the change to them personally.</p>
 <p>OWL</p>	<p>Experienced Knowledgeable Guiding Quiet</p>	<p>Stabilising force. Balances needs of self and others. Displays an Inner confidence.</p>	<p>May take on too much accountability. People may advocate to them. Can inadvertently become spoke person.</p>	<p>Viewed as a mentor to help teammates through change. Is known for being patient and a good listening ear.</p>	<p>Their wisdom enables impartiality and this could help you and the team connect on what matters most at the time.</p>
 <p>DOG</p>	<p>Loyal Protective Analytical Honest</p>	<p>Committed to helping others solve a problem. Can sense danger and risk before anyone else.</p>	<p>May appear over critical and could gain reputation for always being negative.</p>	<p>Their reliability keeps the team connected and moving forward. They help others make sense of complex problems.</p>	<p>Their ability to quickly identify when something could go wrong can help you and the team predict problems and minimise risks by getting ahead of them.</p>