

Peter Clitheroe Five Voices

<https://www.giantos.com/5voices/profile/tfsTNzh5WBz1fL6f>

Introduction

What is the 5 Voices?

Everyone Speaks. Not Everyone is heard.

Everyone has a leadership voice, whether they know it or not. From the most quiet to the most gregarious, we all have the ability to lead others.

The problem is most people don't know their leadership voice or how to use it. Some don't know what it is, others are insecure in their voice and have been told it is unimportant, and others immaturely overuse their voice and dominate the airwaves.

The 5 Voices is designed to help every individual discover their leadership voice and be empowered to use it effectively.

Can you imagine a team of people who were self-aware, knew how to communicate, and were able to bring their best to the table everyday? What would that do for culture? For productivity? For Profitability?

In short, a lot.

We believe teams and whole organizations can be transformed when everyone operates securely in their own voice and learns to value the voices of others.

5 VOICES



The 5 Voices helps achieve the following objectives:

Greater Self Awareness

Learn your voice and understand what it's like to be on the other side of your leadership.

Better Alignment

Discover the sweet spots of those on your team, get better aligned, and reach higher levels of performance.

Clear Communication

Communicate what you mean without people taking it the wrong way and getting offended.

Effective Delegation

Delegate more effectively to save time and increase productivity.

Quicker Decision Making

Learn how to listen better, ask helpful questions, and make quicker decisions.

The 5 Voices Assumptions

- ✓ Our "Voice" is made up of all 5 Voices
- ✓ Some voices are more natural to us than others
- ✓ Maturity allows us to value the contribution each voice brings
- ✓ Nature, Nurture, and Choice have all played a part
- ✓ Don't assume you know what someone else's foundational voice is
- ✓ Don't assume you know what each word means

Your Foundational Voice



The Guardian Nurturer

Guardians have a relentless commitment to ask the difficult questions.

They will always seek to honor the past as teams look towards the future.

They accept as personal the commitment to deliver projects on time and on budget.

They have the ability to detach decision-making from personal sentiments.

They are naturally risk averse asking "is it worth the risk and investment?"

They respect and value logic, order, systems and repeatable processes.

Their desire for truth and right decisions can sometimes override the feelings of others.



Champion of

Due diligence, resources, and efficient systems and processes.



Population

You make up 30% of the global population



What to watch out for

Guardians are risk averse, can be negative, and bring excessive critique.



How to empower them

Welcome their challenging critique and commitment to due diligence.

Your Voice Order

Guardian

Nurturer

Pioneer

Creative

Connector



Guardian

Foundational

Your foundational Voice is Guardian. Guardians are the champions of due diligence, resources, and efficient systems and processes, which we explained in more detail in the previous section. This is your strongest Voice through which you view the world, and the Voice through which all other Voices are expressed.



Nurturer

Secondary

Your secondary Voice is Nurturer. The Nurturer Voice is the champion of people, relational harmony, and values.

In the 5 Voices model, the secondary Voice plays a crucial role in how you express your overall "Voice", which is why your Voice combination is referred to as "Guardian Nurturer".

Your Nurturer Voice is highly adept at being attentive to the pragmatic needs of others. It's important to note that your Nurturer Voice is expressed through the lens of your Guardian Voice, which means that you leverage the Nurturer Voice to inform your decision-making, ensuring your systems provide clarity, order, and structure for the people involved in them.

The combination of these Voices as your top two strengths means that you are extremely present-oriented and highly detail-oriented. You have a strong bent towards completing tasks as well as building systems and processes that solve the practical needs of others.



Pioneer

Tertiary

Pioneer is your tertiary Voice, sometimes referred to as your third Voice. The Pioneer Voice is the champion of strategic vision, results, and problem-solving.

In the 5 Voices model, the tertiary Voice is typically a Voice that you value and can access when it's helpful, but might be more of a learned strength than a natural one.

Also, because it's third on the list, your expression of the Pioneer Voice will be shaped through the filter of your first two Voices (the Guardian and Nurturer). It will not be the same as a first Voice Pioneer. In fact, you tend to utilize your Pioneer Voice in specific situations to support your first two Voices.

For example, when your Guardian/Nurturer Voice develops a compelling vision of the future that benefits others, then you often tap into your Pioneer Voice to drive progress, conquer any obstacle, and work to achieve the vision you see no matter the challenges you face. You also leverage the strategic side of the Pioneer Voice to the best of your ability to help you refine your plans and to consider how you might scale your impact for the good of the people you're serving.



Creative

Blindspot

Your 4th Voice, also known as your blindspot, is Creative. The Creative Voice is the most future-oriented Voice, and is the champion of new ideas, innovation, and integrity.

In the 5 Voices model, your 4th Voice is your blindspot because it's typically the Voice (of the 5) that you might assume you are better at than you really are.

For example, you may align with the Creative's commitment to integrity as well as their desire to solve problems and drive positive change. But whereas the first Voice Creative will naturally spend time coming up with new, out of the box ideas in very abstract ways, you will find yourself focused on taking small, incremental, and concrete steps to facilitate change. Your tendency to maintain and preserve the status quo may prevent you from valuing the true value first Voice Creatives bring to the table.

Take time to understand the value of the Creative Voice and identify ways for you to step into maturing in this Voice over time.



Connector

Nemesis Voice

Your 5th Voice, also known as your Nemesis, is the Connector. The Connector Voice is the champion of relational networks, internal collaboration, and effective communication. The reason we call this your nemesis Voice is because Connectors see the world in a way that is diametrically opposed from how you see the world.

This doesn't mean that you cannot tap into the strength and values of the Connector Voice, it just means it will typically be the most difficult Voice for you to access and appreciate.

How does this manifest in your Voice? Well, it means that the typical characteristics of the Connector - constant networking and communication with people, grand and sometimes abstract visioning of relational-oriented initiatives, and a strong appetite for risk - can wear you out quickly. Instead, Guardian Nurturers tend to express their Connector Voice when speaking with other highly competent, accomplished professionals in an area that aligns with their area(s) of expertise.

However, the Connector Voice is an area of growth for the Guardian Nurturer. Learning some simple habits and tips to connect with others, open up, and express yourself as a person (not just a highly competent achiever) will help you with your expression of the Connector Voice.

By taking time to understand how Connectors view the world as well as how they process information, and make decisions, it will help you increase your maturity in using this Voice.



Strengths

Incredibly conscientious and hard working, everyone trusts them to deliver. They see the details of tasks and projects and enjoy bringing order and structure to them. Incredibly disciplined in their approach to all aspects of life. They are not swayed by spin and charisma, they ask critical questions in order to ascertain what is true!



Challenges

They possess strong perfectionist tendencies and find it hard to play until the work is finished, that would be irresponsible. Delegation is never easy for a Guardian/Nurturer. "Who can do it as well as me?" Their focus on achievement means few see them as warm and friendly in a work environment. Their focus on succeeding in the task can make them appear distant from even those closest to them.



Suggested Growth Opportunities

Learn to recognize that relationships are as important as the task! Understand your identity and self worth are not totally defined by the success or failure of the task.

Learning that good enough is often good enough, and that delegation is an essential part of effective leadership. If it's worth doing it's worth doing badly! Those you are training and developing will never do it as well as you do it!