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Don't miss the outstanding programs of the 2016 Leadership Forum Series - The Inspirational Leader:

March 8	Inspirational Leadership: Ar
Evening	Introduction
May 5	Identifying and Optimizing
Breakfast	Strengths of Others
July 20 Evening	Book Group Selection Presence: Bringing Your Boldest Self to Your Challenges - Amy Cuddy
Sept 20 Lunch	Honing Leadership Skills
Dec 1	Developing a Mentoring
Evening	Relationship

The Leadership Forum Series is produced by CREW Chicago to provide members an opportunity to converse and connect with the goal of growing and developing their capabilities as mindful, confident leaders, change agents, and fulfilled and effective professionals, in a collegial, supportive environment that encourages openness, and respects the integrity of each CREW member.



The 2016 Leadership Forum Series
The Inspirational Leader

Program #2:

Identifying & Optimizing the Strengths of Others

May 5, 2016

For more Leadership and Professional
Development resources and a link to our toolkit,
please visit: http://crewchicago.org/leadership_
and_development_committee.aspx

Sign up / find out more: www.crewchicago.org 312-263-1901

Hosted By: Schiff Hardin LLP

IDENTIFYING & OPTIMIZING THE STRENGTHS IN OTHERS

Priorities: getting immediate results, Assetaking action, challenging self and Dyn	INFLUENCE paced ertive amic old Priorities: Expressing enthusiasm, taking action, encouraging
Motivated by: power and authority, competition, winning, success	collaboration Motivated by: social recognition, group activities, friendly relationships
Fears: loss of control, being taken advantage of, vulnerability	Fears: social rejection, disapproval, loss of influence, being ignored
You will notice: self-confidence, directness, forcefulness, risk-taking	You will notice: charm, enthusiasm, sociability, optimism, talkativeness
Limitations: lack of concern for others, impatience, insensitivity	Limitations: impulsiveness, disorganization, lack of follow-through
Questioning Logic-focused Objective Skeptical Challenging	Accepting People-focused Empathizing Receptive
	Agreeable Priorities: giving support, maintaining
Priorities: ensuring accuracy, maintaining stability, challenging assumptions	Priorities: giving support, maintaining stability, enjoying collaboration
Motivated by: opportunities to use expertise or gain knowledge, attention to quality	Motivated by: stable environments, sincere appreciation, cooperation, opportunities to help
Fears: criticism, slipshod methods, being wrong	Fears: loss of stability, change, loss of harmony, offending others
You will notice: precision, analysis, skepticism, reserve, quiet	You will notice: patience, team player, calm approach, good listener, humility
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CONSCIENTIOUSNESS	

Dimension	Need to	Useful Words	Avoid
Dominance	Respect you Know what	options, win, gain, credible, direct, new, decision maker, increase	Win/lose challenges Ultimatums Threats
Influence	Like you Know who	incentives, interactive, recognition, innovative, leading edge, fun, people	Negativity Conflict Pessimism
Steadiness	Trust you Know how	loyal, team, support, long term relationship, feel, wise choice, careful	Sudden change Aggression Intolerance
Conscientious	Believe you Know why	specific, measur- able, warranty, statistics, complete, proven, tested	Incomplete data Familiarity Using emotion

My Action Plan:		
I want to help their strengths and/or adjust my	_ be more successful. I will recognize style to bring out their best.	
I will adjust my style to draw on the strengths of that person, acknowledge and nurture their strengths or enhance our relationship by		
I will measure the effectiveness of my approach by		
I will follow-up with on the above plan on	to review my progress (Date) at(Time).	