



Compass Activity: What Collaborative Style Are You?

1. North: (Doing) “Let’s get going”

- Likes to see things get done.
- Plunge in and figure it out as you go.

2. South: (Caring) “Let’s get everyone involved”

- Likes to know that everyone’s ideas have been taken into account and that all opinions are heard before acting.
- Cares about the feelings / collaboration of the group.

3. East: (Speculating) “I want to see the whole picture”

- Likes to look at the big picture and all the possibilities before taking action.
- Takes time to process before speaking.

4. West: (Details) “I need to know the details”

- Likes to know the who, what, when, where, and why before acting.
- Details are very important.

Directions:

- a) You are invited to go to the “direction” that best describes you. NO ONE fits only 1 direction, but everyone must choose one predominant style.
- b) 1 person from each team is to come and get paper and 1 marker.
- c) Designate a recorder.
- d) In 7 minutes. You will report out as a group.

Please answer the following while in your group:

- a) What are the 4 adjectives that best describe the strengths of your group?
- b) What are the 4 adjectives that best describe the limitations of your group?
- c) What style do you find most difficult to work with? Explain.
- d) What do other groups need to know about you, so you can work more effectively together?
- e) Any other commonalities?

Supporting Research: The 5 Love Languages – Gary Chapman

A brief synopsis:

In Chapman's book he defines how people prefer to show/receive love to/from their partners. He categorizes these affections as:

1. Words of Affirmation
2. Quality Time (spent with partner)
3. Receiving/Giving Gifts
4. Acts of Service
5. Physical Touch

In his research Chapman discovered that for a partnership to be emotionally fulfilling, each partner must understand his/her primary Love Language - how each prefers to receive love. Equal, if not more important, is learning how to provide love in the way that their partner prefers. For example: If one partner's primary Love Language is "Acts of Service" and the other partner's primary Love Language is "Quality Time", then each partner needs to learn to show love to his/her partner in *his/her style* to fill each other's emotional bucket.

Activity – Research Connection:

If we were to adopt the same premise that Chapman suggests for loving relationships and apply it our Collaborative Personalities, then we can look at working in groups as *authentic collaboration*. For example: If a NORTH personality is collaborating with a SOUTH personality, then the NORTH should take a little time to "check in" to make sure the SOUTH is willing and able to move forward. By paying attention to the needs of a different Collaborative Personality, the collaboration will move along at a faster pace, which is what the NORTH wants to do in the first place, fulfilling their own need for authentic collaboration.

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