

IMPROVING WORKPLACE CHEMISTRY –
WITHOUT BLOWING UP THE OFFICE

82%

Employees who quit due to a bad boss

GOODHIRE

85%

Employees experiencing workplace conflict

MYERS-BRIGGS COMPANY

41.5%

Organizations using tools and assessments to determine working styles

5 DYNAMICS



Workplace Conflict is Unavoidable

80/20 Rule =

2 out of 10

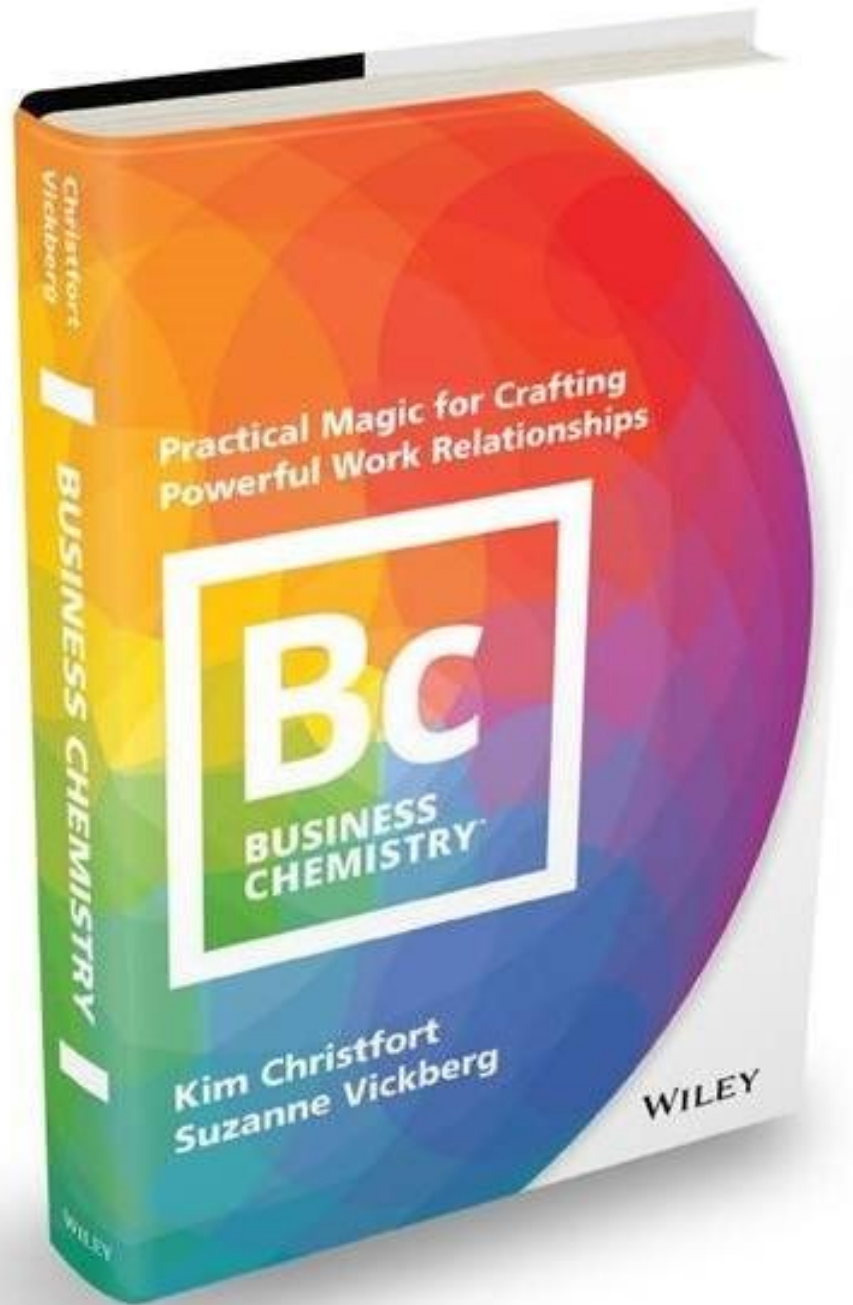
**Employees likely experiencing
daily conflict**



WHAT IS CONSCIOUS AND UNCONSCIOUS BIAS?

50%

Of workplace conflict is due to personality conflict and differences in working styles



Business Chemistry: Practical Magic for Crafting Powerful Work Relationships

**Kim Christfort
Suzanne Vickberg**

4 Personality Types

PIONEER

GUARDIAN

DRIVER

INTEGRATOR

Pioneer

- **Outgoing**
- **Focused on big picture**
- **Spontaneous**
- **Drawn to risk**
- **Adaptable**
- **Imaginative**



Guardian

- **Methodical**
- **Reserved**
- **Detail-oriented**
- **Practical**
- **Structured**
- **Loyal**



Driver

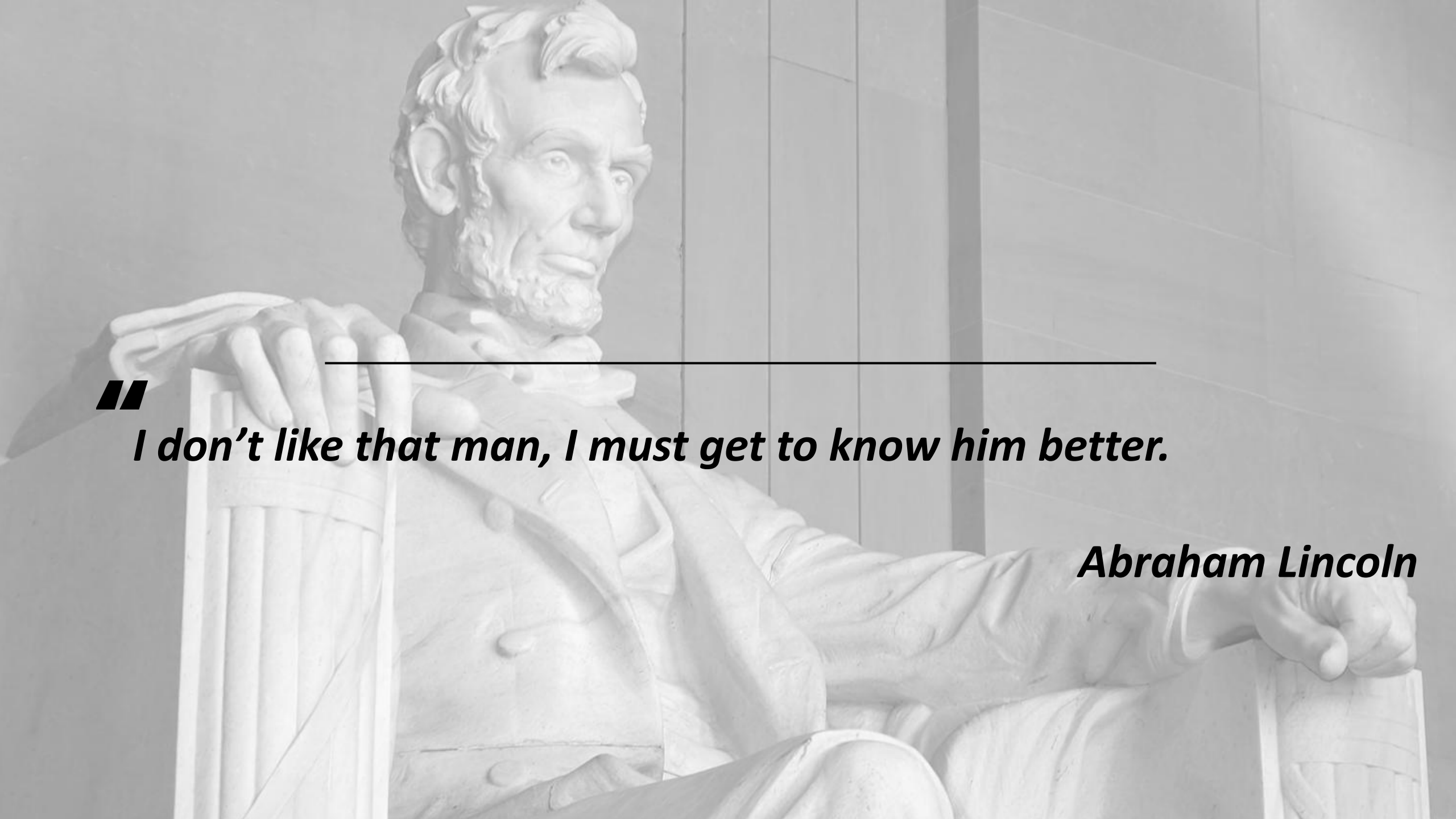
- **Quantitative**
- **Logical**
- **Focused**
- **Competitive**
- **Experimental**
- **Deeply Curious**



Integrator

- **Diplomatic**
- **Empathetic**
- **Traditional**
- **Relationship-oriented**
- **Intrinsically-motivated**
- **Nonconfrontational**





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I don't like that man, I must get to know him better.

Abraham Lincoln



Finding Common Ground

- “My working styles are....What are yours?”
- “I think the company needs a more unified plan, too.”
- “I would really like us to win achieve this milestone as well.”
- “I believe that we can find a solution.”

Building Positive Energy and Goodwill

- Ask “What can I do to get a better result?”
- Frame things in a positive way.
- Create actionable steps.
- Recognize the emotion.
- Step into the other person's shoes and invite them to setup into yours.





Strengthening Your Partnership

Making the transition from opponents to problem-solving teammates is one of the most powerful conflict resolution tools.

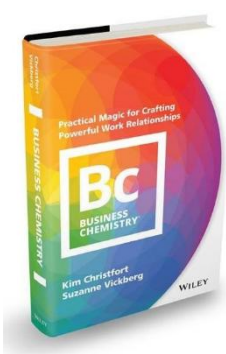
It starts by creating a culture of trust, accountability, and shared values.

WATCH YOUR THOUGHTS; THEY BECOME **WORDS**.
WATCH YOUR **WORDS**; THEY BECOME ACTIONS.
WATCH YOUR ACTIONS; THEY BECOME HABIT.
WATCH YOUR **HABITS**; THEY BECOME CHARACTER.
WATCH YOUR CHARACTER; IT BECOMES YOUR **DESTINY**.

LAO TZU



Resources



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Conflict Resolution



Leadership & Influence



Leadership YOU



Thank YOU!

