

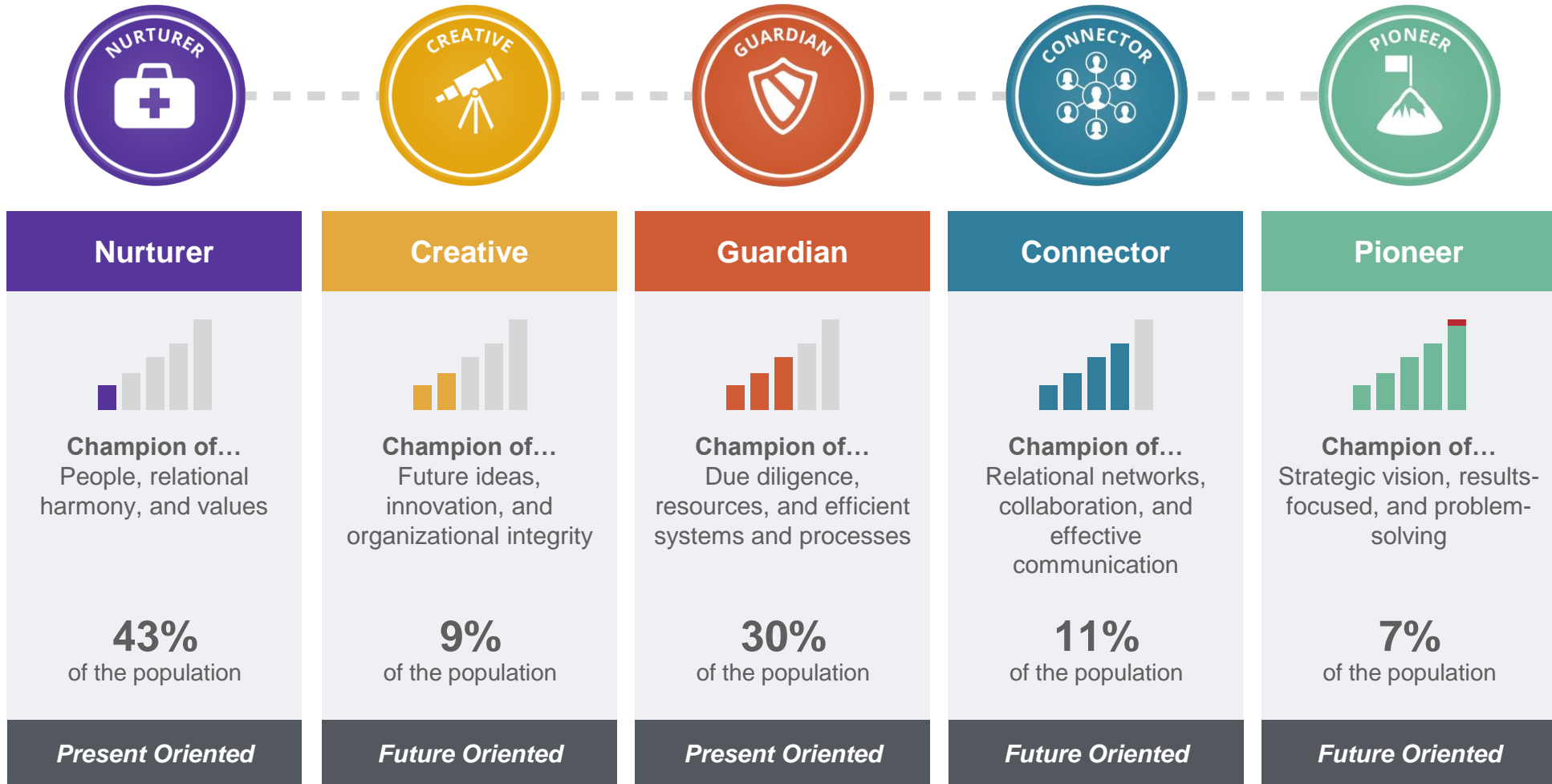
DISCOVER YOUR VOICE





**WHAT'S IT LIKE TO BE ON
THE OTHER SIDE OF
YOU?**

5 VOICES



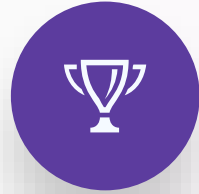
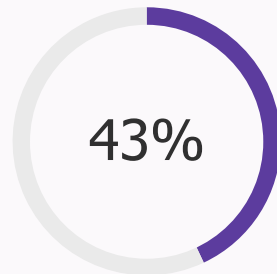


Nurturer

VOICE VOLUME



POPULATION



CHAMPION OF

People, relational harmony, and values



WATCH OUT FOR

Nurturers have a fear of conflict and often won't speak out, beware of silence



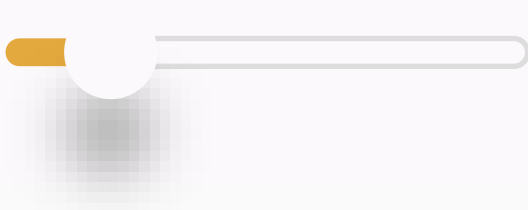
HOW TO EMPOWER THEM

Let them speak first, affirm their competence and the genuine value of their contribution

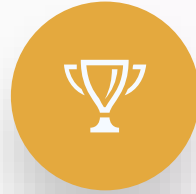
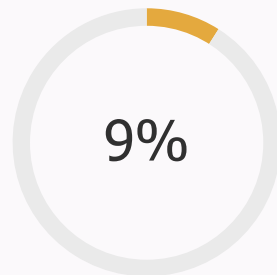


Creative

VOICE VOLUME



POPULATION



CHAMPION OF

Future ideas, innovation, and organizational integrity



WATCH OUT FOR

Creatives can struggle to communicate effectively and have idealist perfectionist tendencies



HOW TO EMPOWER THEM

Don't judge them on what they say first, help them communicate their ideas. Let them know it's ok to be wrong sometimes

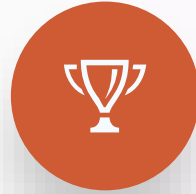
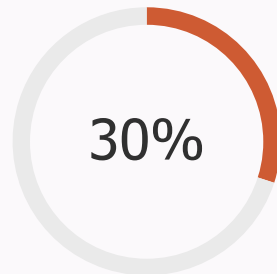


Guardian

VOICE VOLUME



POPULATION



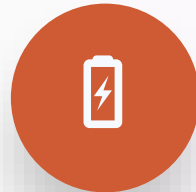
CHAMPION OF

Due diligence, resources, and efficient systems and processes



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

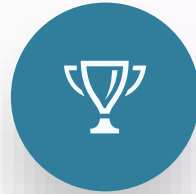
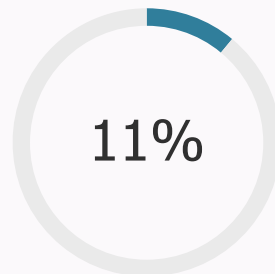


Connector

VOICE VOLUME



POPULATION



CHAMPION OF

Relational networks, internal collaboration, and effective communication



WATCH OUT FOR

Connectors always interpret challenge of their ideas as personal



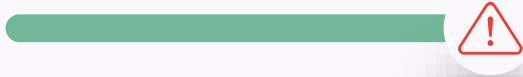
HOW TO EMPOWER THEM

Give them time to share their ideas and passions, appreciate before you critique

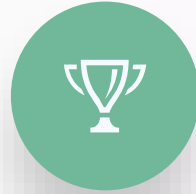
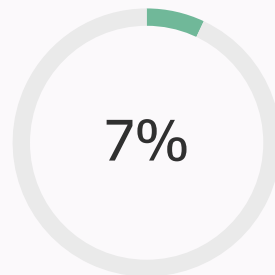


Pioneer

VOICE VOLUME



POPULATION



CHAMPION OF

Strategic vision, results-focused, and problem-solving



WATCH OUT FOR

Pioneers lack sensitivity, can be unwilling to listen, and perceived as arrogant



HOW TO EMPOWER THEM

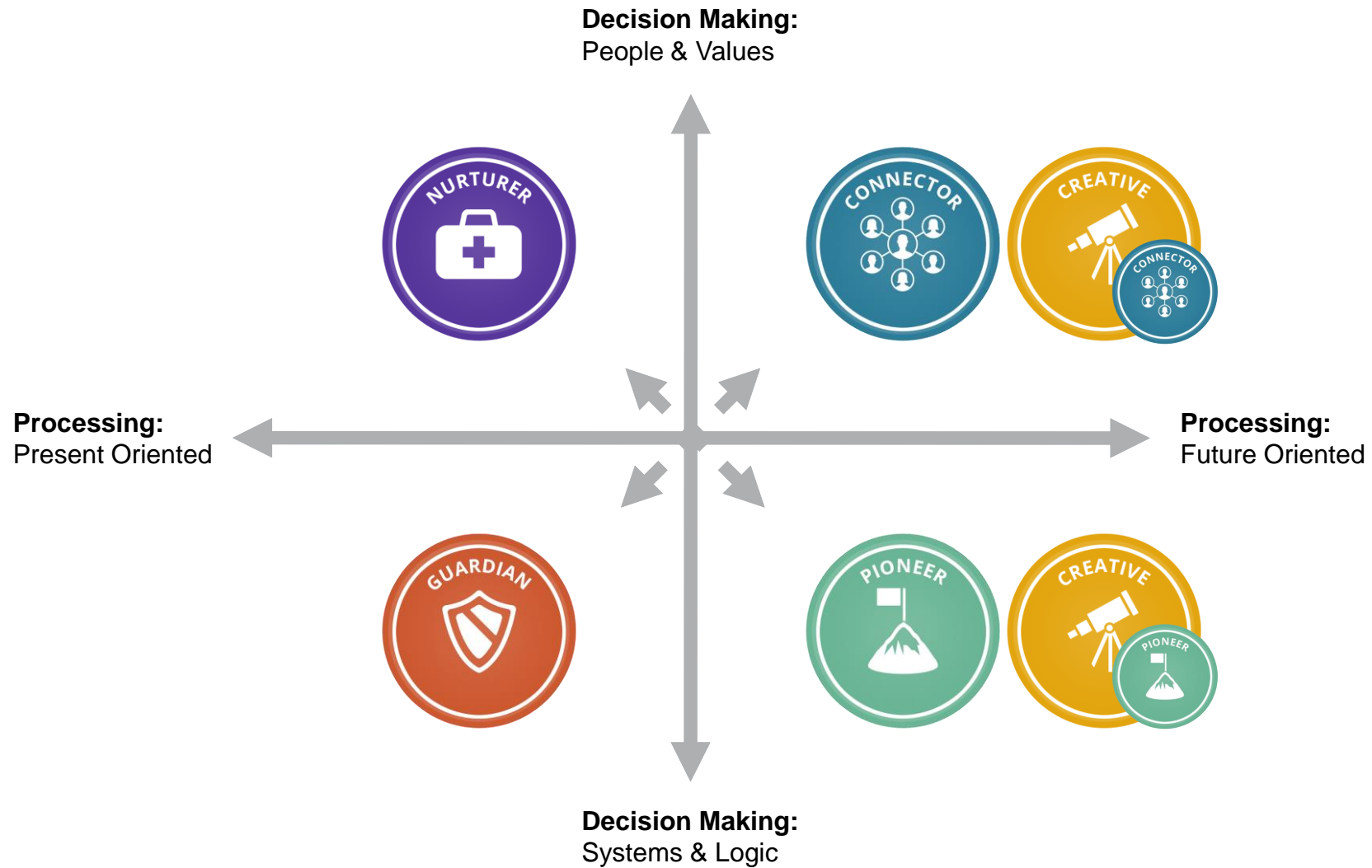
Don't worry - they empower themselves. Just affirm their competence

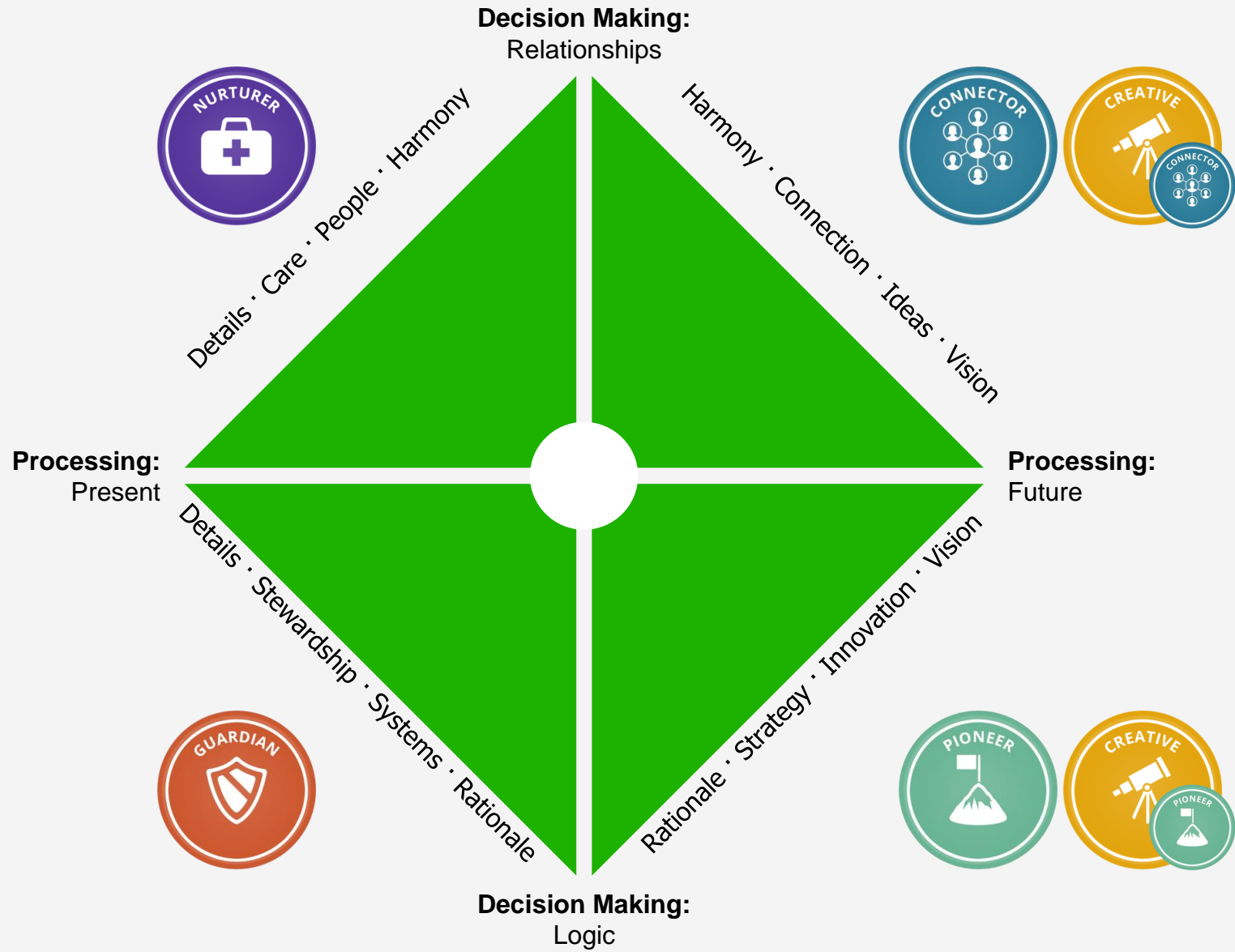
5 VOICES DYNAMICS

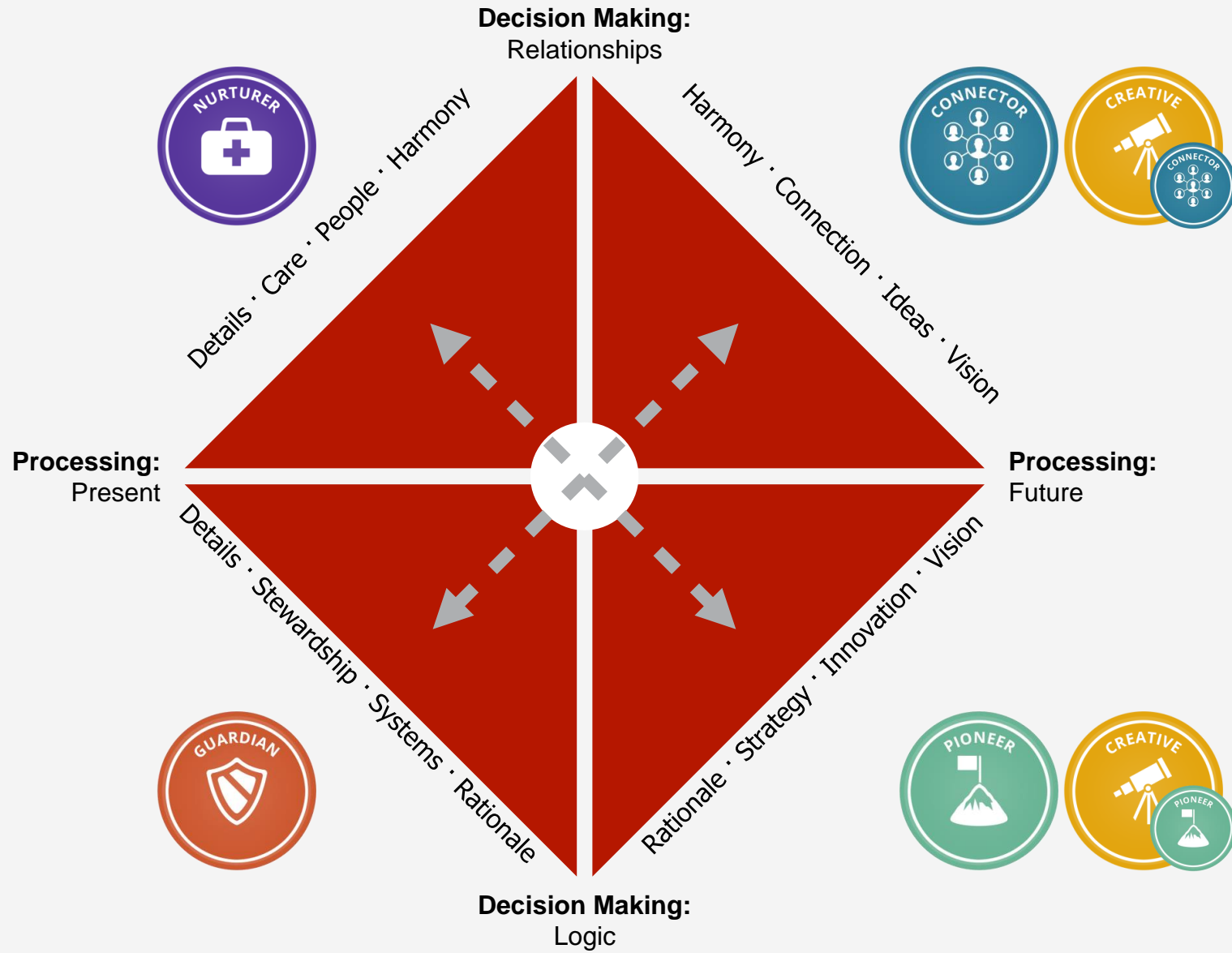
Legend

↔
Voice Orientation

↔-↔
Nemesis Voice







WHAT ARE THESE VOICES LOOKING FOR IN LEADERS?



WHY WOULD EACH VOICE BE AN AWESOME ELECTED OFFICIAL?



WHY MIGHT EACH VOICE STRUGGLE AS AN ELECTED OFFICIAL?



WHY DO WE NEED EACH VOICE IN GOVERNMENT SERVICE?





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