

# It's About Style...

<div> <div> <div>V</div> <div>ISUAL</div> </div> </div>		<div> <div>A</div> <div>AUDITORY</div> </div>	<div> <div>K</div> <div>INESTHETIC</div> </div>
<b>CUES</b> <ul style="list-style-type: none"> <li>• still movement,</li> <li>• fast voice and process speed</li> <li>• uses visual aids</li> <li>• due date oriented</li> <li>• process cues around eyes (blinking, squinting)</li> </ul>		<ul style="list-style-type: none"> <li>• speaks rhythmically</li> <li>• paraphrases</li> <li>• loves discussion</li> <li>• process cues with sounds like "ah," "hmm"</li> </ul>	<ul style="list-style-type: none"> <li>• lots of movement</li> <li>• lots of materials, piles</li> <li>• emphasis on how it feels</li> <li>• slowest voice and processing</li> <li>• process cues from neck down</li> </ul>
<b>VERBS</b> <div> <div> focus see look watch preview expose clarify cloud paint illustrate graphic </div> <div> clear picture perspective flash bright outlook foggy notice appears </div> </div>		<div> <div>listen sounds like tone note accent ring click static rattle ask</div> <div>chord key voice shout sound clear say hear talk speak</div> </div>	<div> <div>grasp feel hold it I get it touch handle throw stir strike impress</div> <div>move hit impact tap irritate sharpen tangible crawl flat grab</div> </div>
<b>NEEDS</b> <ul style="list-style-type: none"> <li>• needs to WRITE IT DOWN</li> <li>• uses mental/physical PICTURES</li> <li>• believes what is READ</li> <li>• must have overall view and purpose</li> <li>• a vision for detail</li> <li>• cautious until mentally clear</li> <li>• likes surroundings visually clean, organized, color-coded</li> </ul>		<ul style="list-style-type: none"> <li>• learns through internal and external DIALOGUE, RESTATING</li> <li>• believes what is HEARD or SAID</li> <li>• tries alternatives verbally first</li> <li>• talks to self</li> <li>• sequential order important</li> <li>• effected by surrounding sounds, conversation</li> </ul>	<ul style="list-style-type: none"> <li>• Needs to MANIPULATE, MOVE, ACTUALLY DO</li> <li>• checks INTERNAL FEELINGS</li> <li>• believes what is FELT</li> <li>• relationship important</li> <li>• physical comfort is key</li> <li>• surroundings must be comfortable</li> </ul>

Auditory

Kinesthetic

Visual

**Typical Trouble**

- Interrupts others
- can hurt others through sarcasm, wisecracking

**Frustrations**

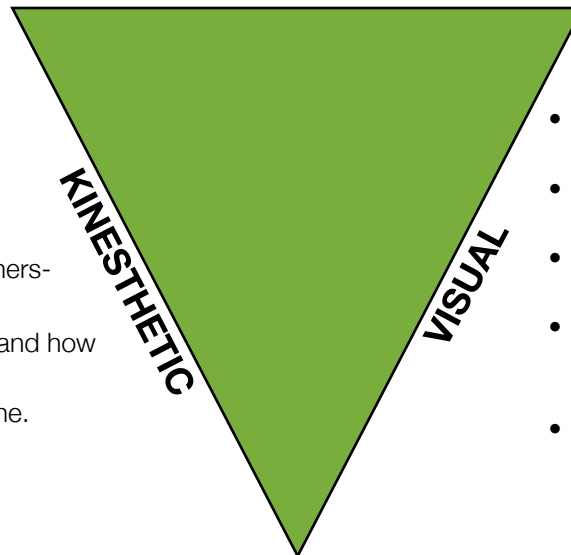
- hard to find satisfaction in turning visions into reality
- can get overwhelmed by too much visual information

**Natural Gifts**

- visionary thinker
- wants to inspire others

- Listen to your internal dialogue, restate what you understand to confirm or cement it.
- Have others repeat action items back to you before they initiate them.
- You believe what is **heard** or **said** even when others may not intend to be so literal, so check for meaning/understanding.
- Try out different alternatives verbally first when you can.
- Give space to talk to yourself, work ideas through aloud.
- Tell yourself or someone else what needs to happen out loud.
- Have people put things in sequential order when they present them to you.
- You are more sensitive to surrounding sounds and conversations than others are, so ask for what you need and be patient with noise.
- Give yourself white noise or supportive music to listen to when focusing.
- Archive important thoughts, quotes and acknowledgments as voicemails for yourself.
- Subscribe to audio business book summaries- <http://www.summary.com>.
- Keep key anchor songs and playlists handy for statechanges (Energize, Calm, Focus, Laugh).

### AUDITORY



- Walk and talk- the ideas and emotions will flow better.
- Make sure you're exercising every day.
- Give yourself physical breaks of movement every 20 minutes or so.
- Manipulate something physical as you're listening to others- you'll be able to focus better.
- Choose music to listen to based on how you're feeling and how you want to be feeling.
- Talk about what you need to or plan to DO with someone.
- Sit side by side with people if possible.

- Give yourself calming, relaxing visuals to look at to reflect on, make connections to and relax your mind.
- Find relaxing things to look at to rest your eyes when you're stressed.
- Be discriminating about what you watch, as images stay with you.
- Explore your visions and do something with them; talk through them in detail, what it would take to realize them, and what help you might need.
- Listen to books auditorily when possible, adding the visual text later.

SHEP	Tapping SHEP
AS • AKV	AS • AKV
<p><b>CONTEXT</b></p> <ul style="list-style-type: none"> <li>• History is important</li> <li>• You look back to understand initial intentions &amp; inform the present /future             <ul style="list-style-type: none"> <li>• You need background for people and their opinions</li> </ul> </li> <li>• You love case studies as way to learn what we should do</li> </ul>	<p><b>CONTEXT</b></p> <ul style="list-style-type: none"> <li>• Always have them share what's been done and learned from it.</li> <li>• You think in case studies, so help others learn w/examples             <ul style="list-style-type: none"> <li>• When getting introduced, talk about background 1st</li> </ul> </li> </ul>
<p><b>FOCUS</b></p> <ul style="list-style-type: none"> <li>• You need a clear destination in life &amp; work</li> <li>• You should set goals each year, month, even week which can then serve as compass             <ul style="list-style-type: none"> <li>• You gauge if actions will move us toward goal                 <ul style="list-style-type: none"> <li>• You can keep everyone on point</li> </ul> </li> </ul> </li> </ul>	<p><b>FOCUS</b></p> <ul style="list-style-type: none"> <li>• Involve yourself in setting goals with deadlines- you'll own it more.</li> <li>• Structured meetings are best- straying from the agenda bothers you.</li> <li>• Know that getting things done often trumps people's sensitivities.</li> </ul>
<p><b>LEARNER</b></p> <ul style="list-style-type: none"> <li>• You love to learn</li> <li>• You are drawn to process of learning as exciting (more than the content or result)</li> <li>• You thrives in a dynamic work environments where you're asked to learn a lot in short time</li> </ul>	<p><b>LEARNER</b></p> <ul style="list-style-type: none"> <li>• You enjoy new training and keeping current in field, so feed your head with audio books and conferences             <ul style="list-style-type: none"> <li>• Explore ways you can continue to learn on the job</li> </ul> </li> <li>• Track your learning progress and celebrate learning milestones</li> </ul>
<p><b>ACHIEVER</b></p> <ul style="list-style-type: none"> <li>• Great deal of drive             <ul style="list-style-type: none"> <li>• Every day things start at zero</li> </ul> </li> <li>• You need to achieve things every day</li> <li>• After each accomplishment is the need for the next one             <ul style="list-style-type: none"> <li>• Can't stand idle time</li> </ul> </li> </ul>	<p><b>ACHIEVER</b></p> <ul style="list-style-type: none"> <li>• Give yourself lots to do (if time permits)- you like it!             <ul style="list-style-type: none"> <li>• Measure your performance.</li> </ul> </li> <li>• You enjoy working hard, can get annoyed w/low producers, so help your reports to see how they CAN do it.             <ul style="list-style-type: none"> <li>• Only be in meetings where you're really needed.</li> </ul> </li> </ul>
<p><b>STRATEGIC</b></p> <ul style="list-style-type: none"> <li>• You sift through the clutter to find the best route</li> <li>• You see patterns where others see complexity</li> <li>• You can play out alternatives, able to predict obstacles</li> <li>• Pattern of behavior: What if? -&gt; select course of action -&gt; strike/act</li> </ul>	<p><b>STRATEGIC</b></p> <ul style="list-style-type: none"> <li>• Position yourself leading edge of projects- your ability to anticipate problems/solutions will be key.             <ul style="list-style-type: none"> <li>• You're a good resource in organizational planning.</li> </ul> </li> <li>• You may not be good with time pressure- need time to contemplate</li> </ul>