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5 Tweets

Scenario

The organization has two important tasks that must be completed. There is conflict about the priority.

Opportunist Tweet

My project isn't important?
We will see about that...completing mine first anyway!

Diplomat Tweet

Conflict in the company, working to resolve the priorities of our tasks.
Wish me luck!

Opportunists are out for personal gains meaning that the task they view to be the most important will be completed first. Even if the majority of the company believes another task is more important Opportunists follow their ideas. Their lack of caring about others allows them to exploit their faults to make themselves look better. The Diplomat strives to resolve the conflict and discuss which task would be most important for the company's focus. The ideas of those with a higher status in the company and taken into account. Diplomats would hold a meeting to resolve the conflict of the company's priorities.

Scenario

An employee is being unproductive in the current project and needs to be talked with .

Achiever Tweet

Must talk with an employee today; task not being accomplished, specific steps must be completed.
Need feedback!

Individualist Tweet

Interesting conversation coming up today... hoping to continue development on the project; changes needed.

The Achiever has a way of realizing the conflict that may happen with this employee, but expects the employee to follow the steps and completed the necessary project. Thinking creatively is not the focus of completing the tasks at hand. On the other hand the Individualist also recognizes the conflict, but is capable of working and communicating with all action logics. Goal of the conversation for the Individualist is to allow changes to be made once the awareness of the problems are brought up.

Scenario

Strategist Tweet

Expert Tweet

Supervisor determines that a new 3 year plan must be created for the company. Ideas must be brought to a company meeting.

Planning time: adapting the shared vision of the company, constraints present, but manageable.

Time to research and study! Goal: create a new company vision for the coming years...

The Strategist begins organizing the different possible plans and visions for the company by looking at the constraints that may be placed on the company. This allows the company the ability to create shared visions across all departments. The Expert before bringing his ideas to the group, researches and increases their knowledge base. In the meeting the Expert backs his or her vision with hard facts and logic from the research and study they have completed.

Scenario

Supervisor is changing the technology system the company is using to a new product that all must learn.

Alchemist Tweet

Busy day ahead: company project must be completed and adjusting to a new operating system. Bring it on!!

Expert Tweet

Stressing out: the old operating system was good! Why change? Efficiency lost.

The Alchemist is an action logic that is willing to learn, develop, and adapt to different opportunities presented. Changes are not looked at as a problem, but a new way to reinvent themselves as a leader and the organization. The Expert needs things to be efficient. If the system was efficient to being with, rationally there is no reason to change the way the company was doing things. It is just going to cause inefficiency.

Scenario

The company needs to downsize. Necessary to let an employee go.

Achiever Tweet

Tough job today, company downsizing... but they will do great things for another company!

Diplomat Tweet

Part of the job I hate! Letting a colleague go, need the right words for this today.

The Diplomat does not enjoy conflict and wants to make others happy so the thought of having to let an employee go after having worked together is a very difficult task. Most likely this would be a task the diplomat puts off until the end of the day, because he doesn't want to hurt anyone's feelings. The Achiever on the other hand is sensitive to the differences of employees and situations and will try to go about this task gently and with confidence that the employee will be very successful in a different

situation and company. Not that this task would be easy for the Achiever either, but they will look at it with understanding from the different sides.