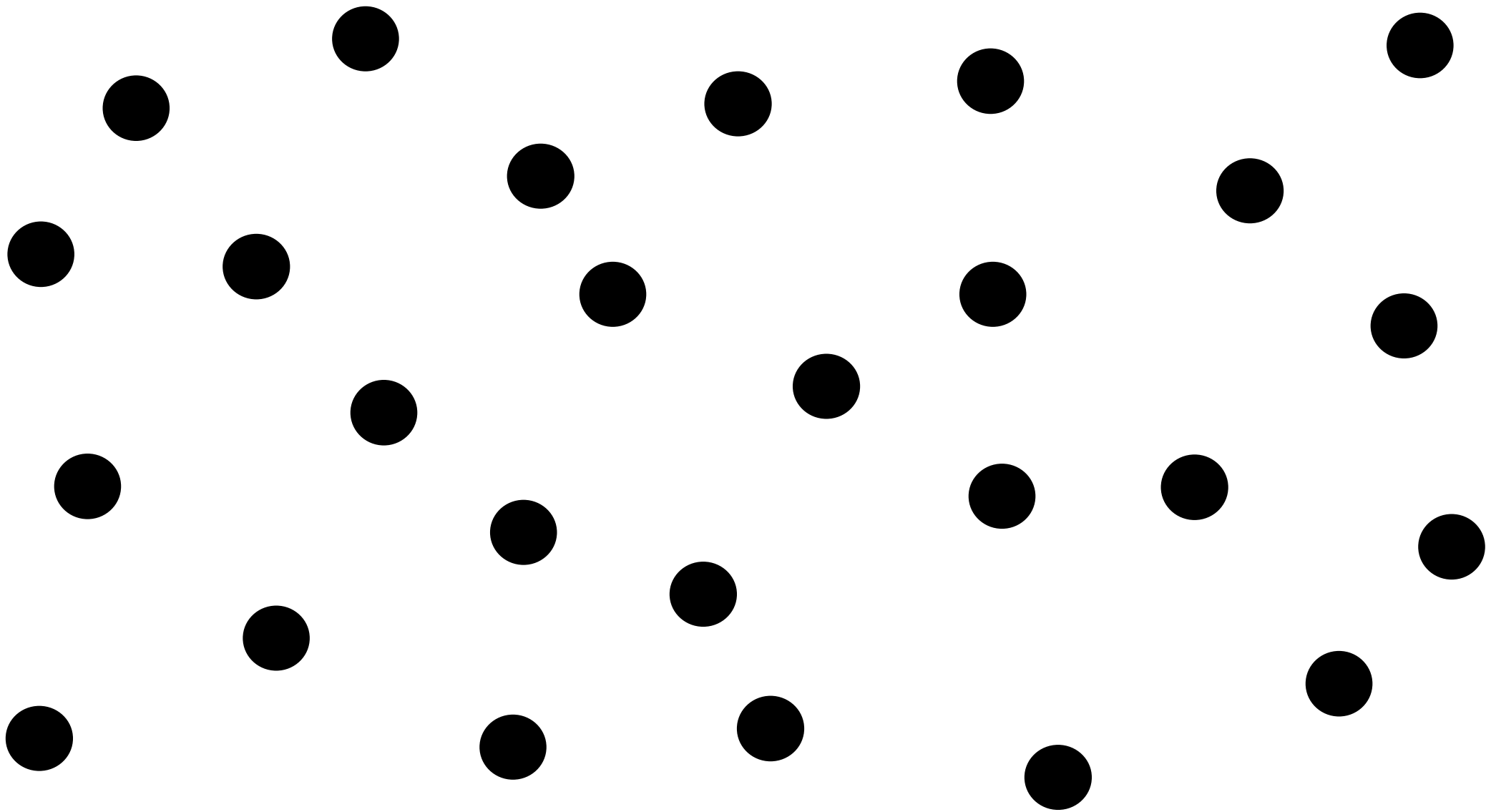


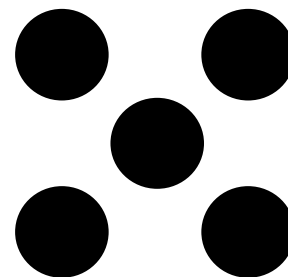
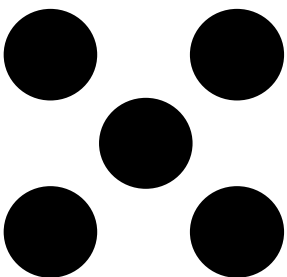
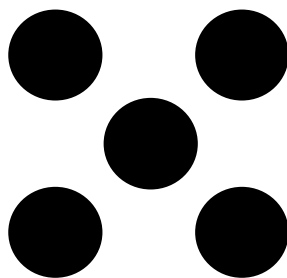
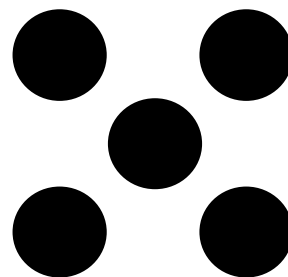
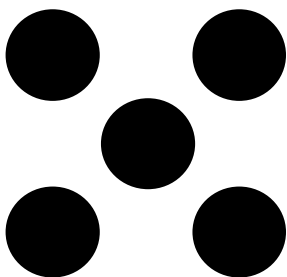
# Your Career Success

*Bruce Williams*





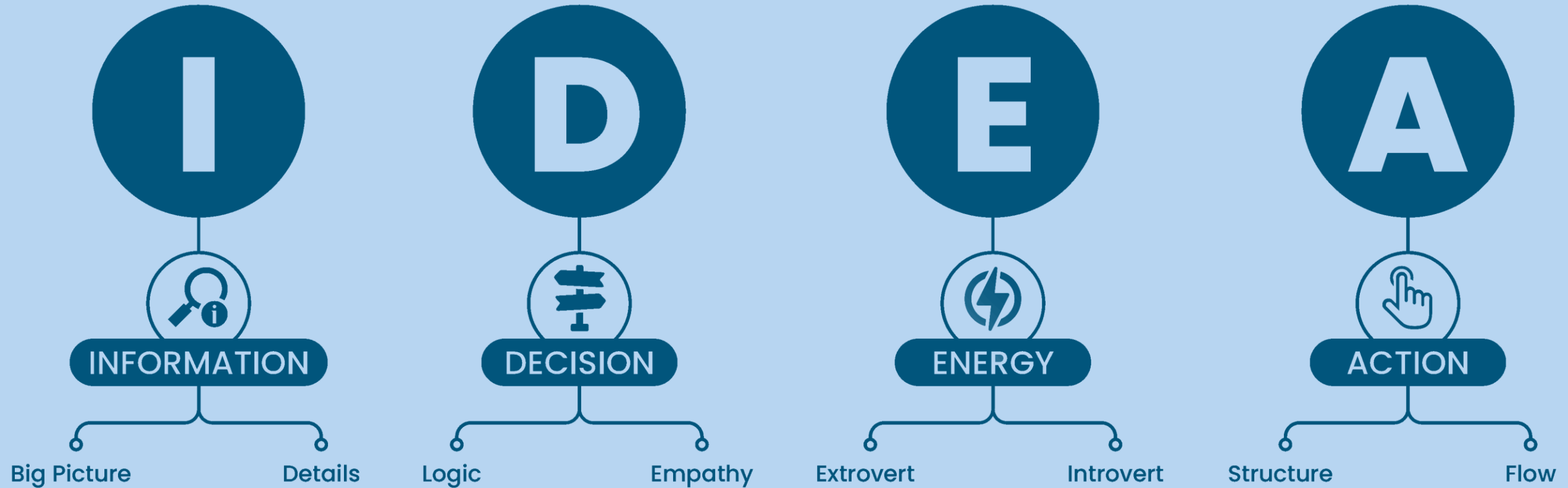








# 4 Patterns of Behaviour





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What **I**nformation do you tune in to?

How do you **D**ecide?

Where is your **E**nergy?

How do you take **A**ction?





What **Information** do  
you tune in to?

- Details
- Big Picture

Idea



## DETAILS

- Specific facts
- Information in sequence
- Step by step
- Five senses
- Practical experience
- What is

## BIG PICTURE

- Overview, a snapshot
- Patterns and connections
- Intuition and imagination
- 6th sense – possibilities
- Theories and ideas
- What could be





How do you  
**Decide?**

- Logic
- Empathy

Idea

# Logic

**Step back**

Data and analysis

Outcomes

**Task first**

Competence

Efficiency

**Certainty**

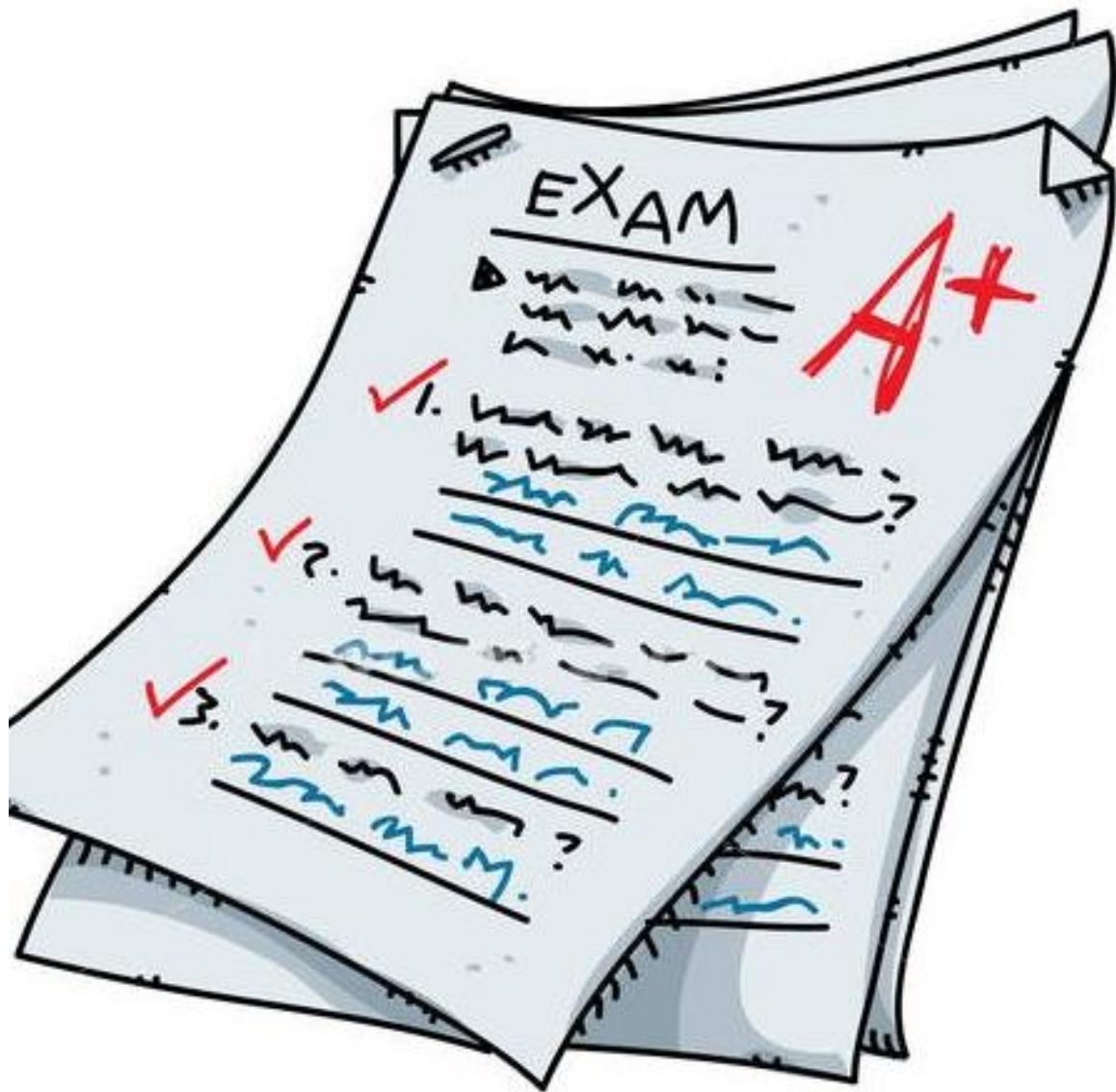




# Empathy

---

- **Step in**
- Relationships and context
- Connections
- **People first**
- Harmony
- Inclusion
- **Cooperation**



78%

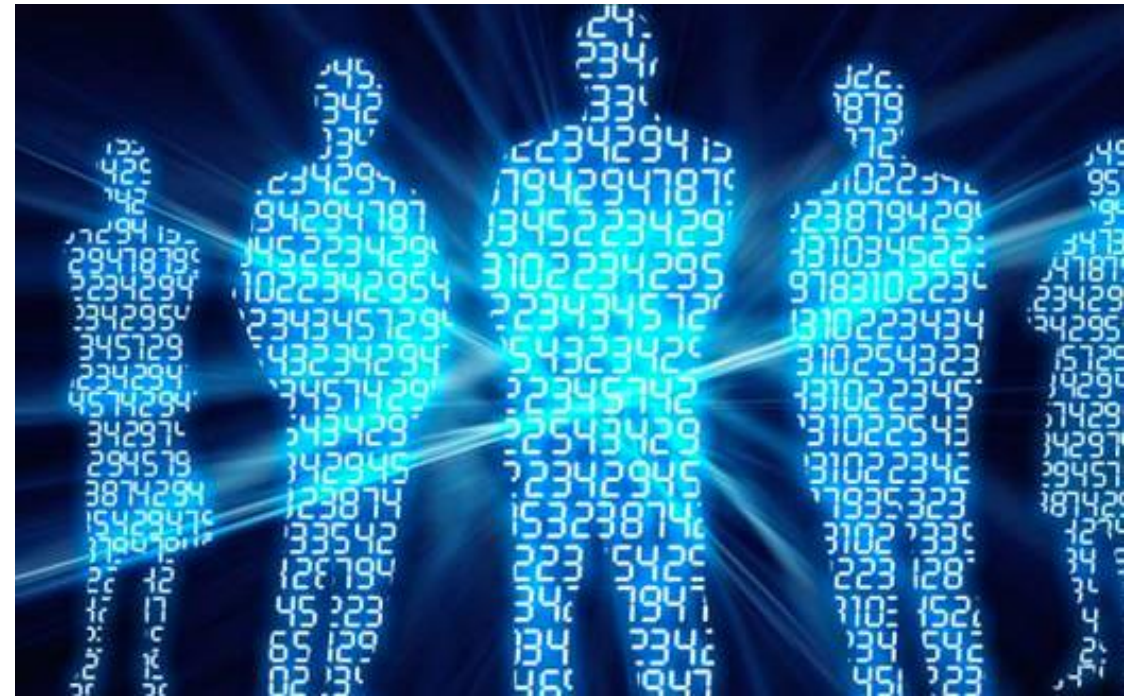




**Logic** want  
facts and  
evidence

**Fair**  
**Correct**  
**Considerate**

**Empathy** want  
inclusion and  
harmony





# Where is your **Energy?**

- Extrovert
- Introvert

*Idea*

# INtrovert

Observe

Inside

**Enthusiastic**

Let's think about it

**Think-do-think**



# EXtrovert

Participate

Outside

**Excited**

Let's talk about it!

**Do-think-do**



How do you take  
**Action?**

- Structure
- Flow

*Idea*

# Structure

---

- Plans, schedules, lists
- Actions to be taken
- Systematic
- Methodical
- Quick to begin
- Motivated by the task



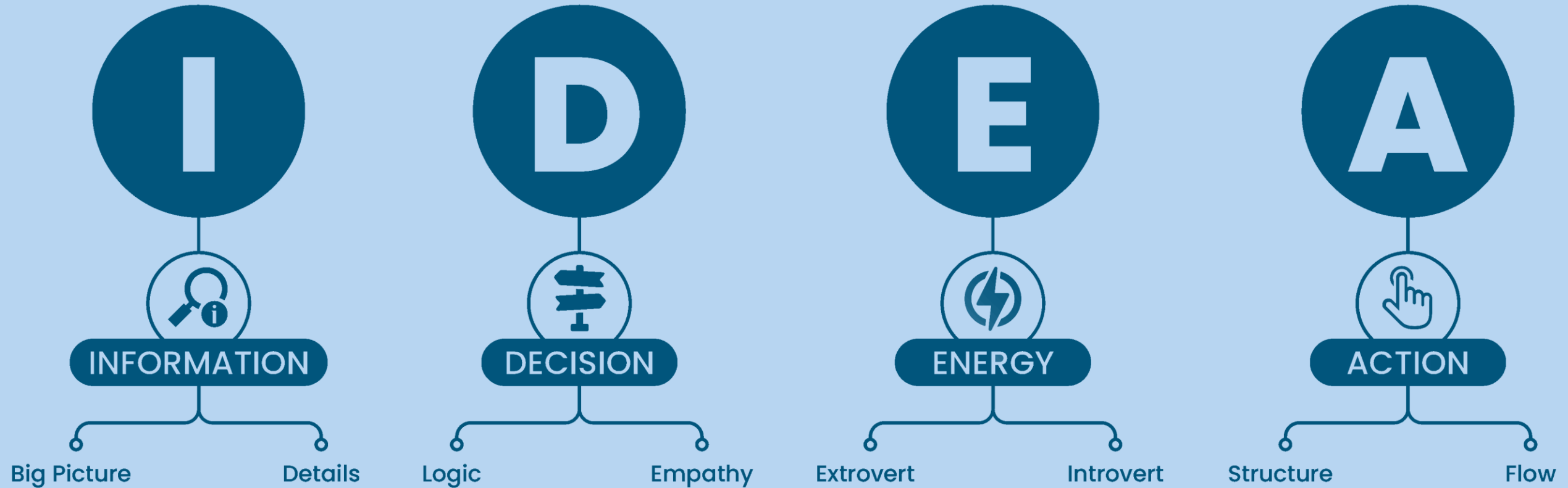


# Flow

- Experience the process
- Explore options
- Flexible
- Spontaneous
- Slow to begin
- Motivated by the deadline

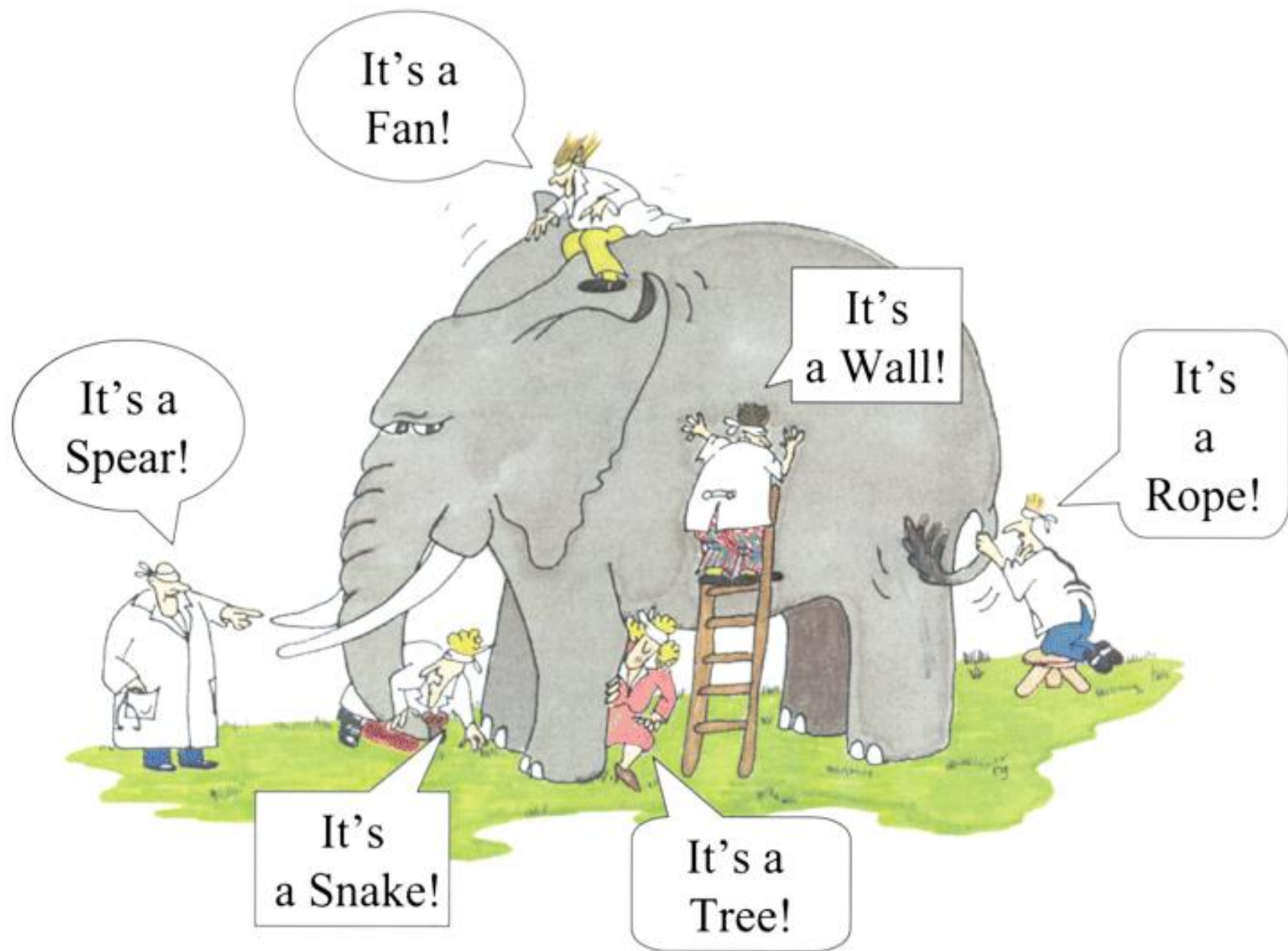


# 4 Patterns of Behaviour



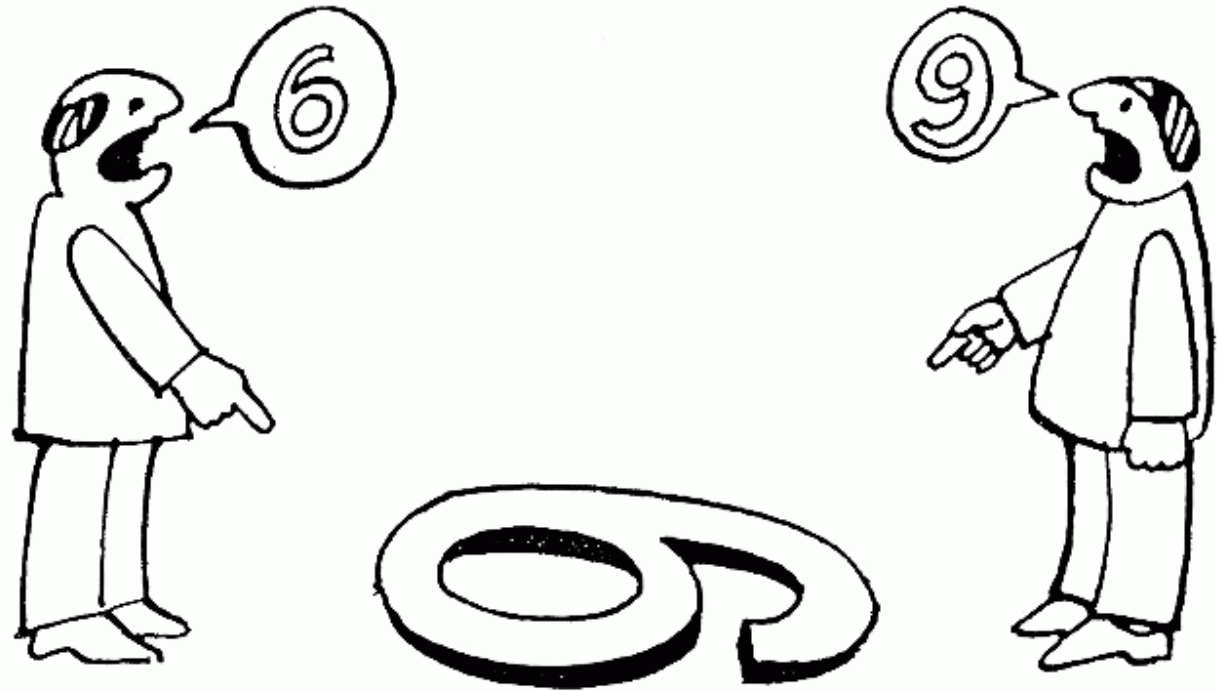






'Conflict is the  
beginning of  
consciousness.'

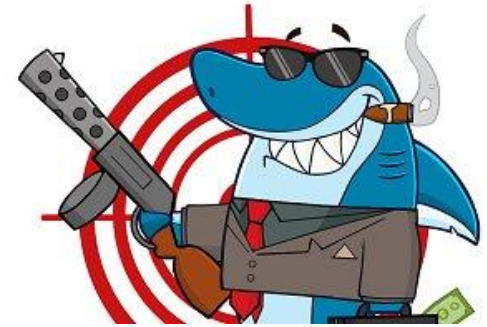
~ M. Esther  
Harding

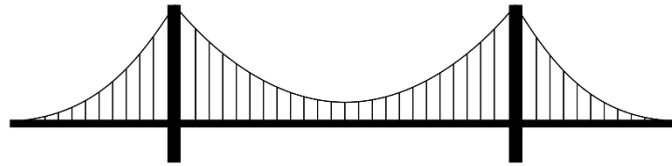


# How do you feel about conflict?

1 2 3 4 5 6 7 8 9 10

---

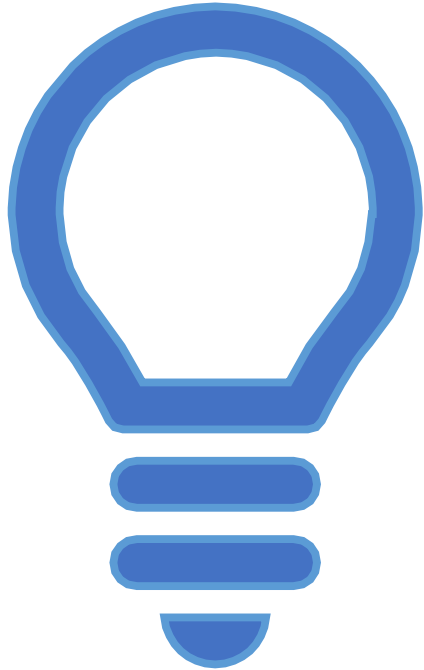




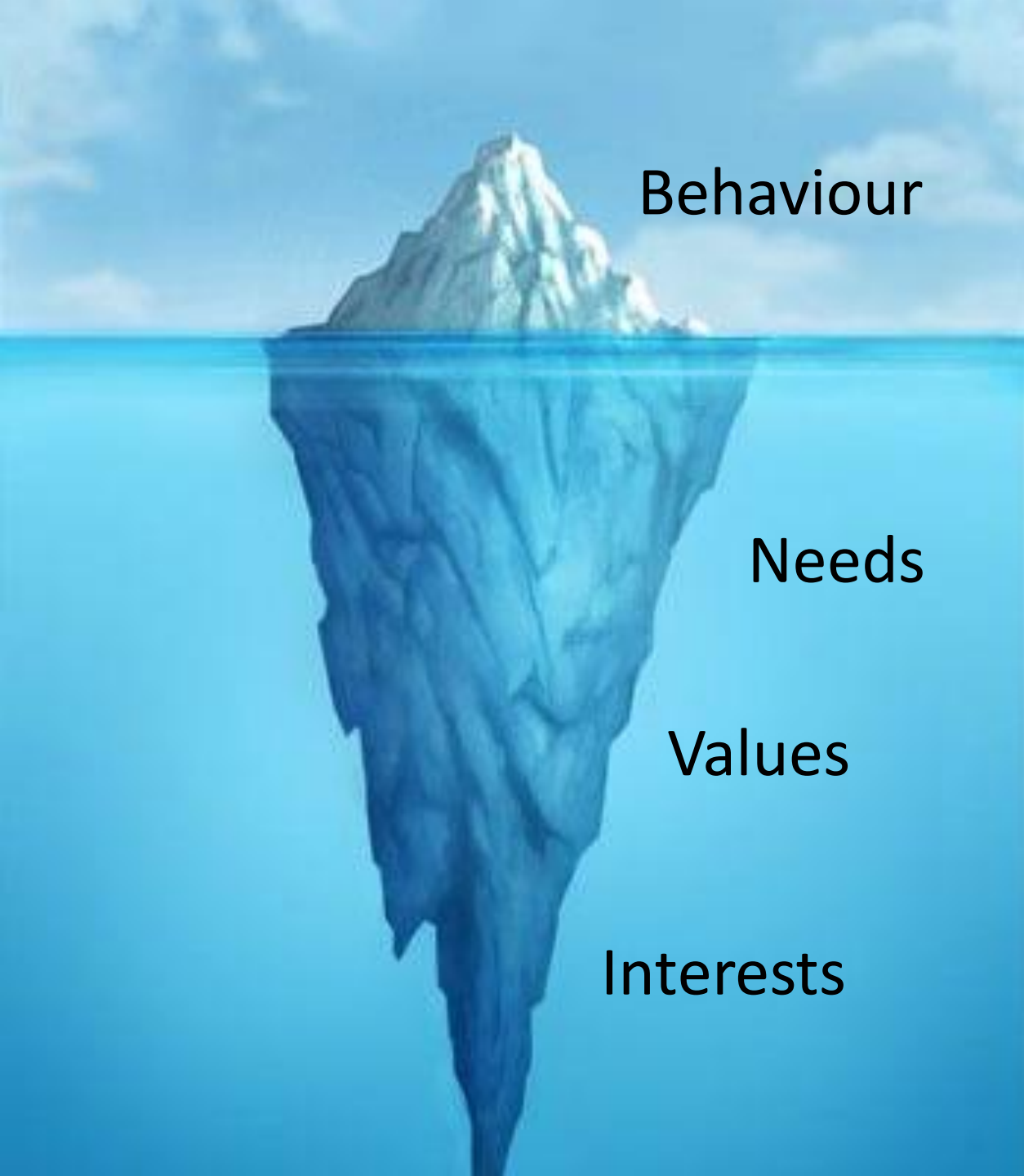
Reframe the Game

---

# What are the benefits of conflict?



- Encourages new thinking
- Raises new questions
- Strengthens relationships
- Opens minds to new ideas
- Leads to creative solutions
- Stimulates innovation
- Inspires adaptability
- Improves listening skills



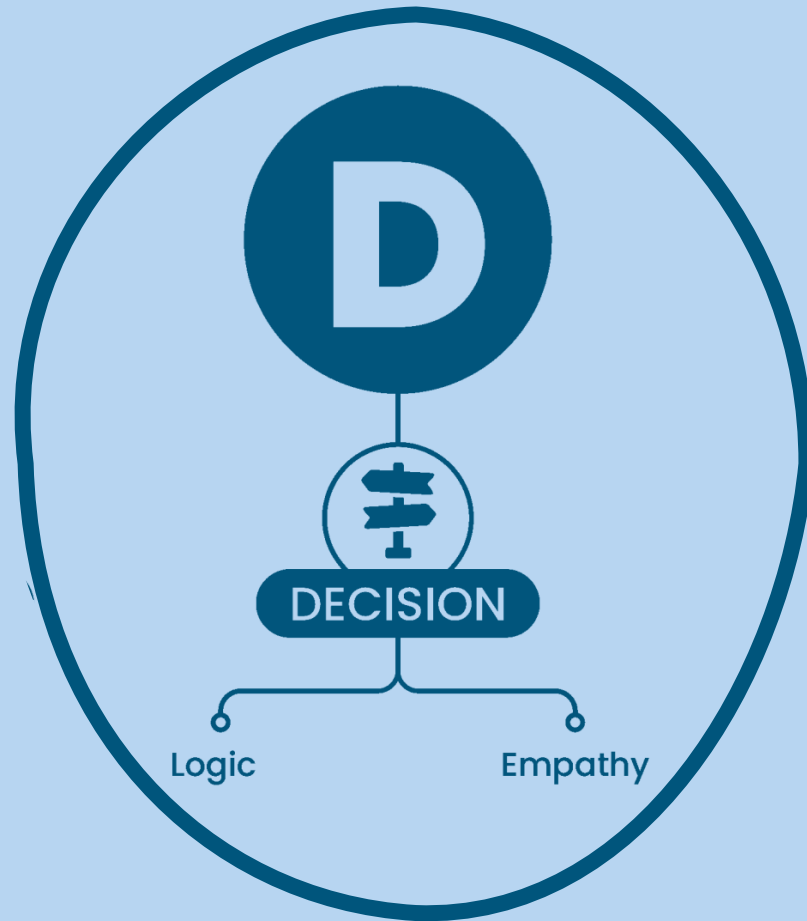
Behaviour

Needs

Values

Interests

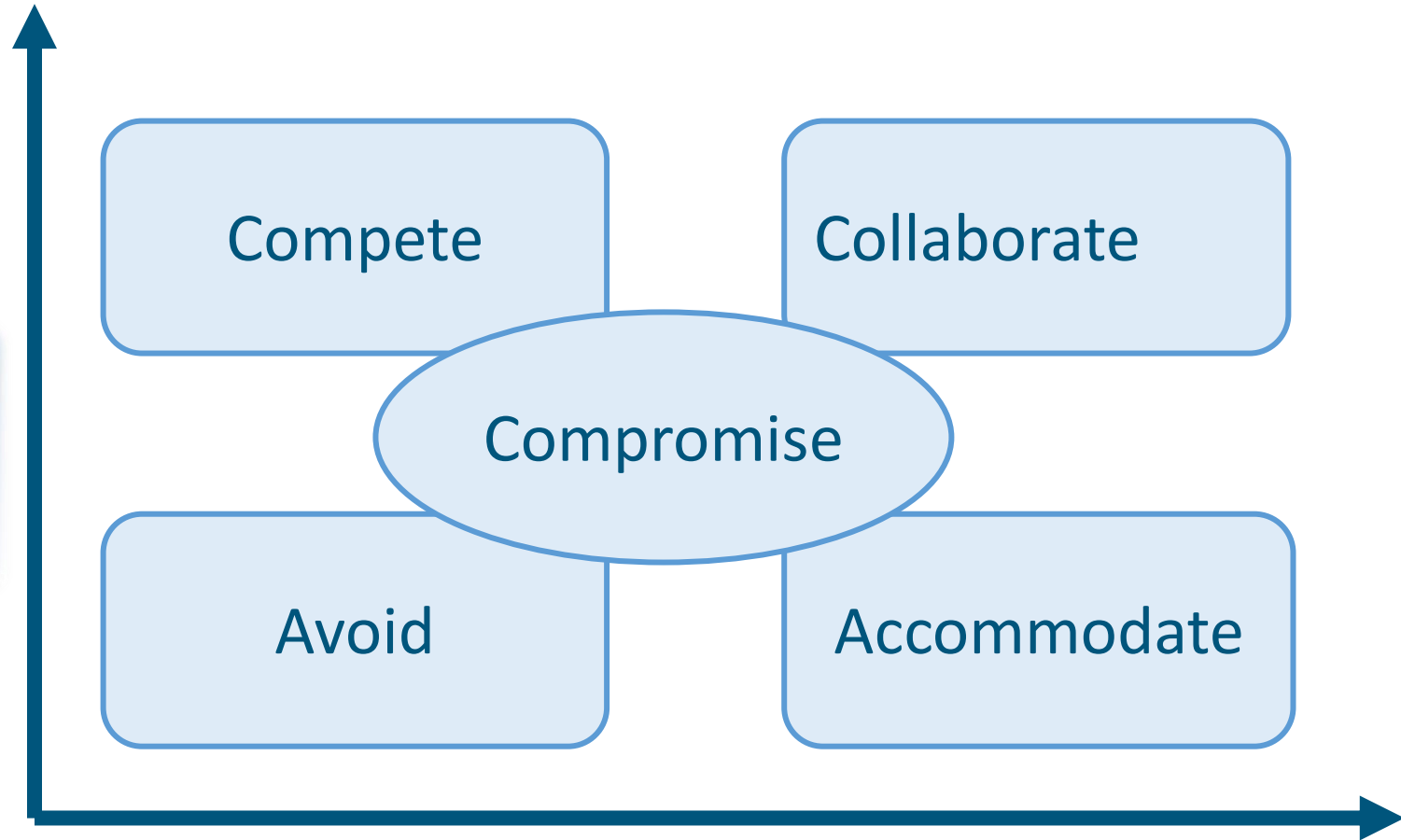
Conflict reveals  
unknown or  
unspoken...



Emotional Intelligence

Inter + Legere

Logic, Tasks  
Outcomes



Empathy, People,  
Relationships



# 4 Ms in Communication

Message

Method

Messenger



# 4 Ms in Communicate

Message

Method

Messenger



This rule solves  
95% of all  
conflict issues...

No Triangles







Success is not final.

Failure is not fatal.

It is the courage to  
continue that counts.



Curiosity



Courage



Confidence





# ‘Heaving lines’

It sounds like...

Would you be open to...

What does fixing this look like to you?

Could we make a plan together for how to...



Create a Trust  
Culture

Catch people  
doing the  
right thing

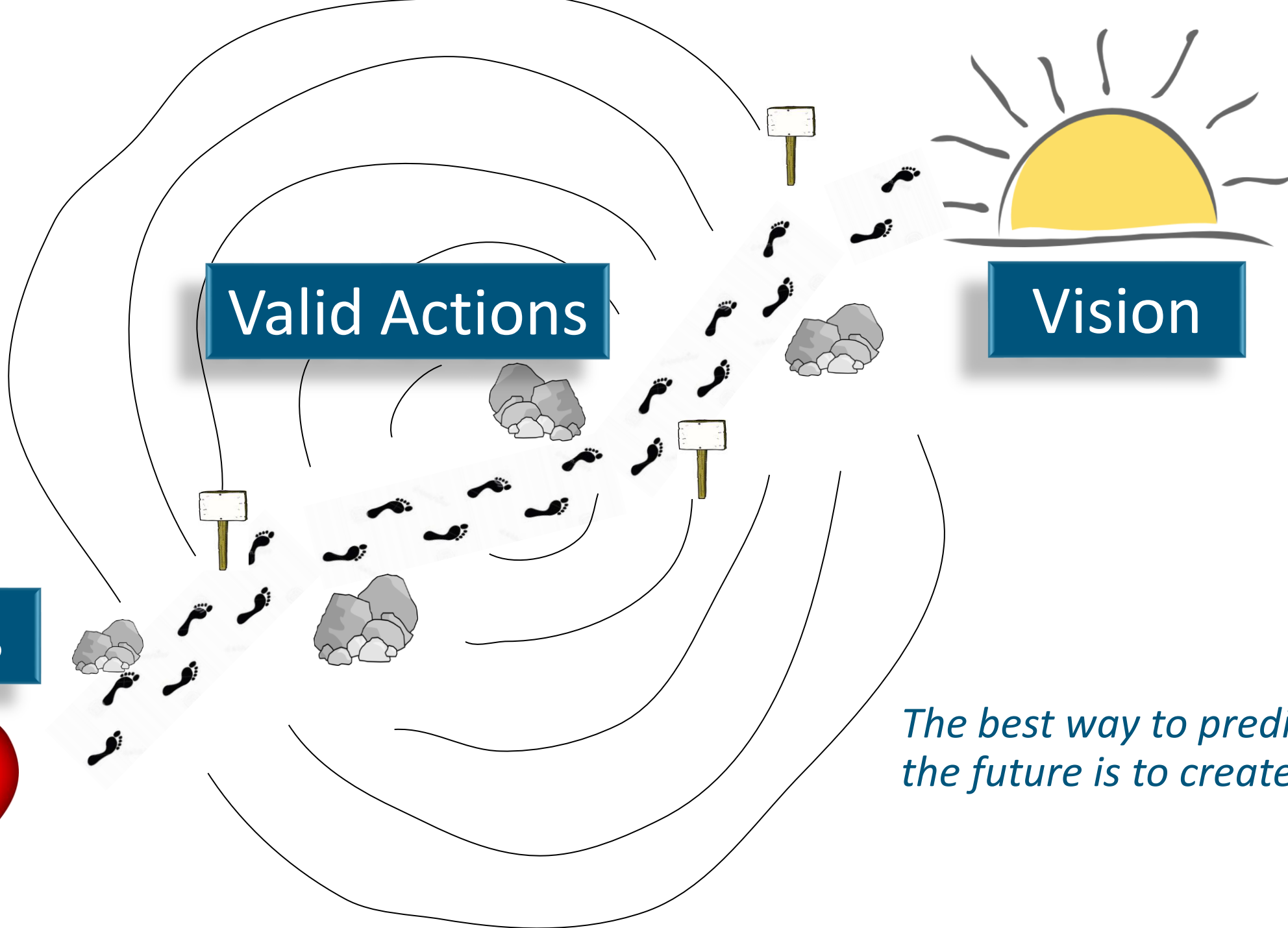
Valid Actions

Vision

Values



*The best way to predict  
the future is to create it.*





A circular frame containing a silhouette of a person standing on a wooden pier or beach, with arms outstretched towards a bright, low sun over the ocean. The sky is a mix of orange, yellow, and pink. The person is on the left side of the frame, facing right. The ocean is visible in the background, and the pier's railing is in the foreground.

Imagine your  
perfect day...

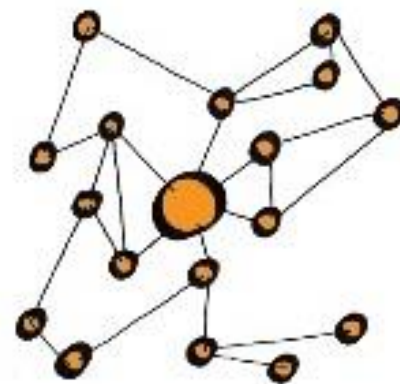
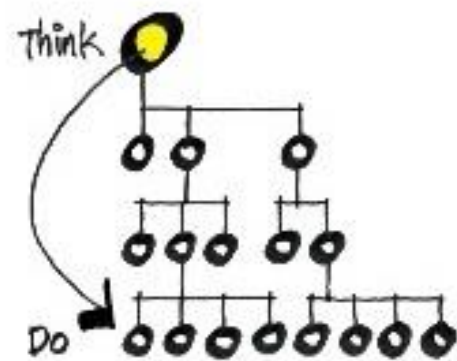
Your values are like  
your fingerprints...

Nobody's are the same, and  
you leave them all over  
everything you do.

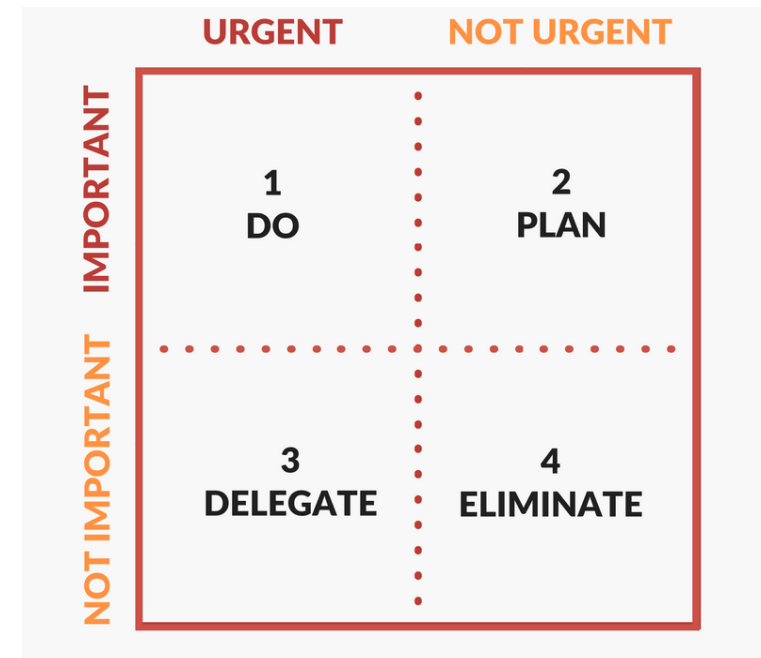


Strategic Planning

Strategic Doing



# What is our next first step?







We live in a VUCA world

**V**olatile

**U**ncertain

**C**omplex

**A**mbiguous

**V**ision

**U**nderstanding

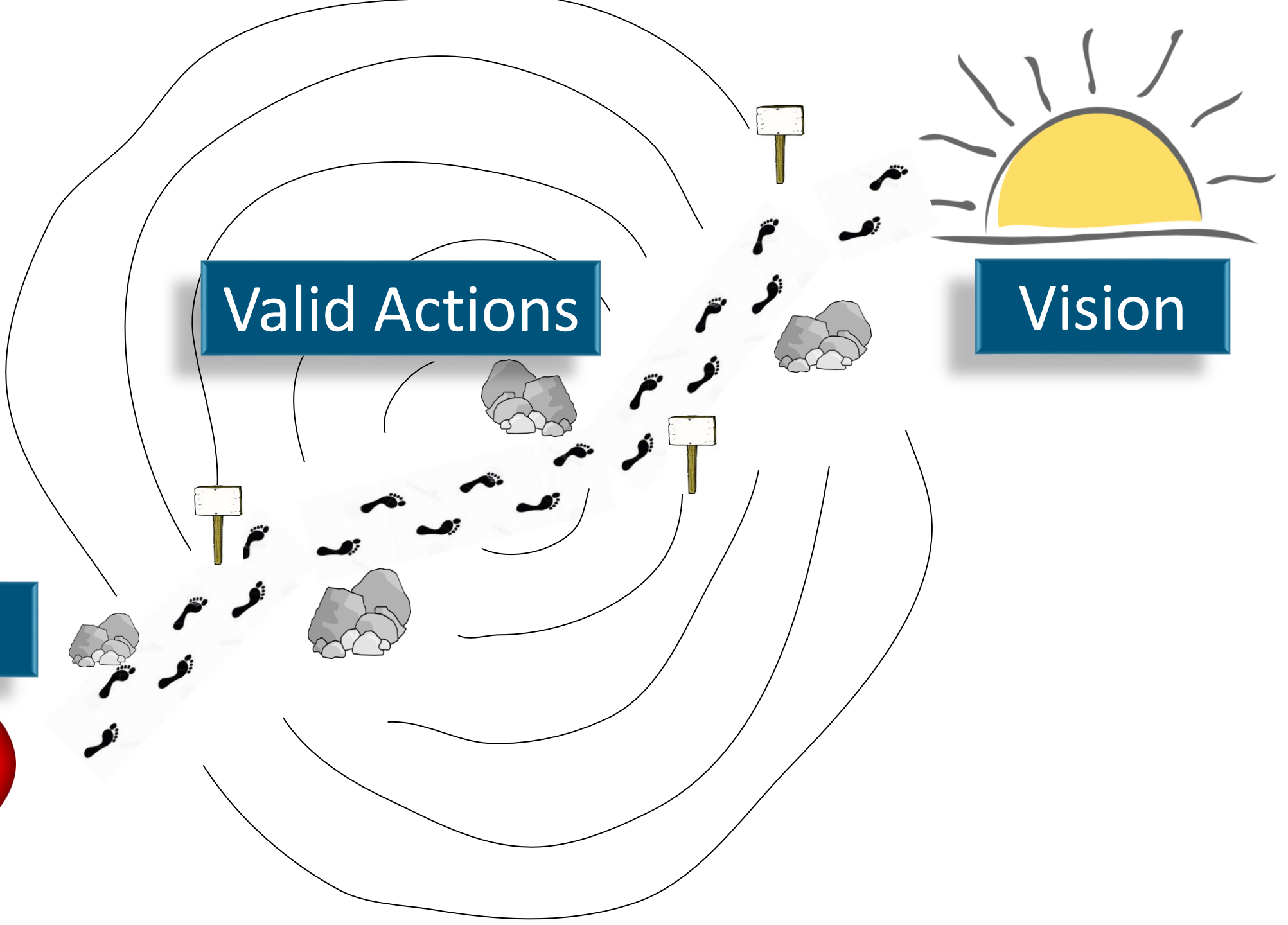
**C**larity

**A**lignment

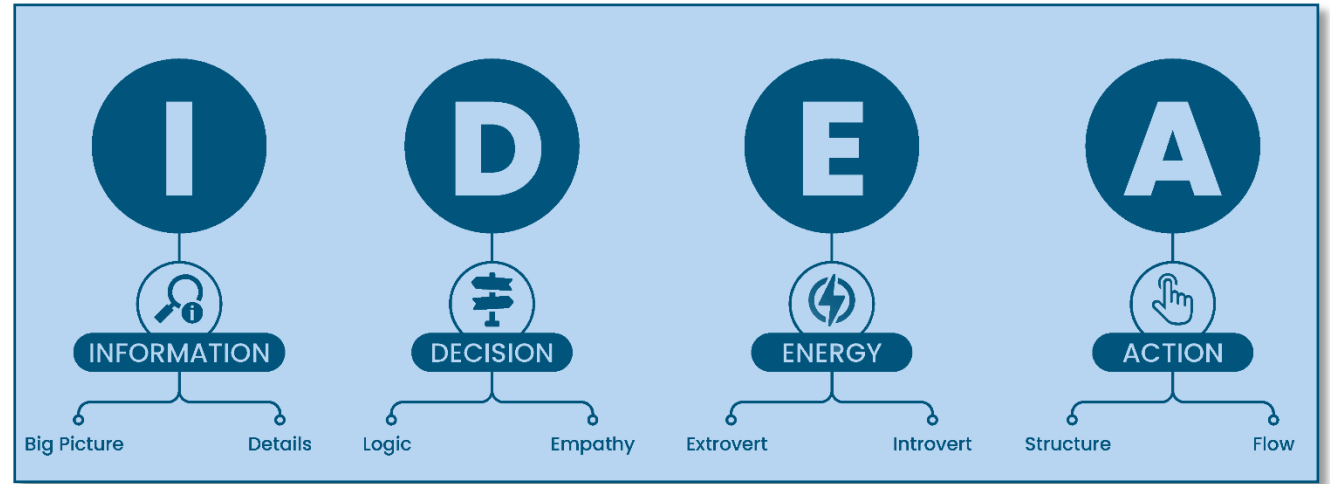
Valid Actions

Vision

Values







Be yourself, everyone else is already taken!

When we understand how other people tick,  
we work together with less stress and more 'Yes!'

*Bruce Williams*

Let's stay in touch...



**Linked in**

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[www.brucewilliams.com.au](http://www.brucewilliams.com.au)