5 VOICES
AT WORK

Understanding the Unique Voices on Your Team
Assessment

https://5voices.com/assessment/

https://www.youtube.com/watch?v=-LMtKF9qnEQ
Objectives

• Gain a better understanding of the ‘voices’.
• Be able to discuss one’s dominant voices as a strength as well as the challenges for the dominant voices.
• Reflect upon team dynamics at fieldwork experience site and how an understanding of voices might improve the working relationship.
• Compare and contrast one’s dominant voices with one’s strengths.
THE LEADERSHIP CRISIS

Teams function at less than 60% of their true potential.

82% of employees feel marginalized and disempowered.

Team leaders never hear the truth from their people

Leaders undermine their influence without even knowing it.
One voice (representing 7% of the population) has largely dominated the leadership agenda in most organizations.
What if every Voice around your table was truly heard, valued and appreciated?
5 VOICES AT WORK

Understanding the Unique Voices on Your Team

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IMPORTANT REMINDERS
Keep these assumptions in mind as you continue learning about the leadership voices.

› Your leadership “Voice” is made up of all 5 Voices.
› Some voices are more natural to us than others
› Maturity allows us to value the contribution each voice brings.
› Nature, Nurture and Choice have all played a part.
› Don’t assume you know what someone else’s foundational leadership voice is. Behavior doesn’t always imply personality.
› Don’t assume you know what each word (Pioneer, Creative, etc.) means
Nationally

• Nurturers – 43%
  • Women – 70%; Male 30%
• Guardians – 30%
  • Male - 70%; Female – 30%
• Connectors – 11%
• Creatives - 9%
• Pioneers – 7%
What is your Voice & what positives have you discovered through learning about it (especially in how it impacts your team & organization)?
What have you learned about the negative that your Voice can bring to the team & how have you learned to work together well?
NURTURERS

• Champion of People

• Are you always concerned about the relational health and harmony of the group? Are you completely committed to protecting values and principles? Do you innately understand how certain actions, behaviors, or initiatives will affect people?
NURTURERS

WHAT DO NURTURERS BRING AT THEIR BEST?

• Everyone deserves to be heard – they appreciate each contribution.

• They intuitively feel how an organization will react to a new idea.

• Pragmatic realism – has this really been thought through?

• They defend values – people always come before profit.

• Function as the relational oil inside the organization.

• Commitment to relational harmony before, during, & after meetings.
CONNECTORS

• Champion of Relationships and Strategic Partnerships

• Do you **rally people to causes** and things they believe in? Are you **good at building and maintaining large networks** of personal and professional relationships? Do you often respond to challenges with: “Whatever we need, I can get it or I have a source”? 
WHAT DO CONNECTORS BRING AT THEIR BEST?

• Capacity to maintain a large number of relationships
• They know how to connect with people & their aspirations
• Boundless creativity, energy & imagination
• Connections to new opportunities and networks
• Persuasive and inspirational communication
CREATIVES

• Champion of Innovation

• Are you an outside the box thinker? Do you always believe things can be better? Do you often ask the question: “Why do people never seem to fully understand my ideas?”
WHAT DO CREATIVES **BRING** AT THEIR BEST?

• Creatives see the future first – both in terms of long-term opportunities and potential dangers.

• They are never satisfied with good enough.

• They are Conceptual Architects – able to see how all the pieces fit together.

• Capacity to think outside the box.

• Strong social conscience and a desire for organizational integrity.
• Champion of Results and Progress
• Do you approach life with an “Anything is possible!” attitude? Do you believe visioning a new future is always the highest priority? Are you always looking for the quickest, fastest, and most efficient ways so that you can win?
PIONEERS

WHAT DO PIONEERS **BRING** AT THEIR BEST?

- Strategic military thinking to achieve the agreed objective
- Courage to make difficult decisions and prioritize the vision
- Communicate an attractive vision of the future
- Capacity to align resources and people to make things happen
- Tenacity, energy, and a strong desire for the team to win
GUARDIANS

• Champion of Truth; Stewardship of Money & Systems

• Do you respect and **value logic, order, procedure, and process**? Do you seek clarity as well as logical and proven decision-making criteria even if you have to **ask the tough questions** to get there? Do you like to see **established track records of success** to justify trying something different?
GUARDIANS

WHAT DO GUARDIANS BRING AT THEIR BEST?

• Relentless commitment to ask the difficult questions.
• Selfless capacity to deliver the vision once it has been agreed.
• Long-term commitment to deliver on time and on budget.
• Custodian of resources and how money is invested / spent.
• Ability to detach decision-making from personal sentiments.
• Guard what we already have that is working.
Snapshot of a Nurturer

• STRENGTHS
  • They intuitively feel how an organization will react to a new idea
  • They defend values, people will always come before profit
  • They function as the relational oil inside the teams and organizations
  • They are pragmatic realists who ask - "has this really been thought through?"
  • They take genuine delight in celebrating the achievements of others and are natural team players.

• POTENTIAL NEGATIVE IMPACT
  • They can become overly resistant to change & demonstrate passive aggressive tendencies
  • They rarely fully value the contribution they make.

• Champion of Relational Harmony, Values, and People
Snapshot of a Creative

**STRENGTHS**

- They are the Conceptual Architects and love to **think outside the box**.
- They function as an “**early warning radar system**” for teams, often seeing the opportunities and dangers long before everyone else.
- They are **never satisfied with the status quo** - they inherently believe things can always be better.
- If the vision is compelling the word “can’t” is not in their vocabulary.
- They exhibit a **strong social conscience** and desire for personal and organizational integrity.

**POTENTIAL NEGATIVE IMPACT**

- They often struggle with the fact that, "people never seem to fully understand my ideas”
- Being **internal perfectionists** they can often fail to celebrate the 90% that has been achieved, focusing instead on the 10% that hasn’t!

**Champion of Future ideas, Organizational Integrity, and Social Conscience**
Snapshot of a Guardian

**STRENGTHS**
- They have a relentless commitment to ask the difficult questions.
- They will always seek to honor the past as teams look towards the future.
- They accept as personal the commitment to deliver projects on time and on budget.
- They have the ability to detach decision-making from personal sentiments.
- They are naturally risk averse asking, "Is it worth the risk and investment?"
- They respect and value logic, order, systems and repeatable processes.

**POTENTIAL NEGATIVE IMPACT**
- Their desire for truth & right decisions can sometimes override the feelings of others.
- Inability to compromise when they have a strongly held opinion.

**Champion of Truth, Stewardship of Money and Systems**
Snapshot of a Connector

• **STRENGTHS**
  • They are persuasive and inspirational communicators – rallying people to causes and things they believe in.
  • They are incredibly resourceful - “Whatever we need, I can get it or I have a source.”
  • They have the capacity to maintain a large number of relationships
  • They know how to connect with people & their aspirations.
  • They need appreciation and credit for making key connections - “Are you aware of what I’ve done?”

• **POTENTIAL NEGATIVE IMPACT**
  • Their people pleasing tendencies means they often struggle to bring effective challenge.
  • They often struggle to hear or engage fully with critical feedback.

• Champion of Relational Networks, Branding and Messaging, and Internal Collaboration.
Snapshot of a Pioneer

• **STRENGTHS**
  - They approach life with an “anything is possible!” attitude.
  - Visioning and shaping a scalable future is always the highest priority.
  - Their strategic military thinking makes them incredibly effective at aligning people, systems and resources.
  - Winning is a massive driver, they hate to give up and will drive their team long after others would have given up.
  - They are powerful communicators, using logic and rationality to provide an attractive and compelling vision of the future

• **POTENTIAL NEGATIVE IMPACT**
  - The immature Pioneer can often appear very arrogant with a “Me Focused” Agenda
  - They quickly dismiss the contributions of those they don’t believe to be competent or experienced.

• Champion of Strategic Vision, Tough Decisions, and Problem-solving.
Champions and Responsibilities of The 5 Voices

• **Nurturers: Relationships, Values, People**
  • Responsible for fighting for the highest possible good.

• **Guardians: Systems, Traditions, Money, Resources**
  • Responsible for being good stewards and asking the necessary questions.

• **Creatives: Future-oriented ideas, Organizational Integrity**
  • Social Consciousness of the Team

• **Connectors: Relational Networks, External Messaging, Internal Collaboration**
  • Share your passion.

• **Pioneers: Strategic Vision**
  • Solve problems, Make tough decisions, Make sure we win and stay alive
COMMUNICATING VISION

- **Creative**
- **Pioneer**
- **Connector**
- **Guardian & Nurturer**

- Innovators: 2.5%
- Early Adopters: 13.5%
- Early Majority: 34%
- Late Majority: 34%
- Laggards: 16%

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BUILD THE BRIDGE

PIONEER
CREATIVE
CONNECTOR

“If the vision is compelling, we will find a way.”

GUARDIAN
NURTRER

“The vision may be compelling but without a bridge I’m not coming.”
“Bridging the Gap”

Guardians/Nurturers

• What practical advice would you offer to Creatives/Connectors and Pioneers as they seek to “build the bridge” for Nurturers and Guardians?

Creatives/Connectors/Pioneers

• What practical advice would you offer to Guardians and Nurturers as they seek to lead Creatives/Connectors/Pioneers?
1. Apologize! acknowledge your own tendencies
2. Empower others to communicate the vision
3. Take the time to develop long-term relational trust
4. Remain sensitive to the pace of change
5. Don’t press the gas, help them take their foot off the brake
6. Run a pilot project wherever possible
7. Value and affirm the contributions they bring
5 VOICES | LEADING CREATIVES, PIONEERS AND CONNECTORS

1. Apologize! acknowledge your own tendencies
2. Don’t be intimidated - lead in your own identity
3. Clarify expectations but avoid micro management
4. Use venture capital principles to stay ahead
5. Ask - “If you were CEO what would you change?”
6. Learn how to harness their energy and expertise
Rules of Engagement

• https://vimeopro.com/giantworldwide/5-voices-accelerator/video/129549537
RULES OF TEAM ENGAGEMENT

NURTURER

- We want to hear your opinion
- No one is going to critique immediately

CREATIVE

- Dream big - It’s okay to be wrong sometimes
- We promise to ask clarifying questions
RULES OF TEAM ENGAGEMENT

GUARDIAN

- Keep asking the difficult questions
- We promise to stay engaged as long as we can

CONNECTOR

- Sell your ideas as passionately as you can
- When we critique them it’s not personal
RULES OF TEAM ENGAGEMENT

PIONEER

- Please listen to everyone else’s view first
- Beware the strength of your critique