

# Your Coaching, Leadership & Innovation

*questions answered*

## Question:

**Why do I seem to easily get on with some people and others I just can't understand at all?**

## Answer:

People can be categorised as types, stereotypes if you like. Used with care this can be helpful as a way of deciding how to approach someone. Having decided what type someone is notice the reaction to your approach and modify and adapt based upon your actual experience of the person. There are four basic types.

1. Very extraverted, loud, noisy, can be very motivating, always talking about themselves, preferring to be part of a group. (marketers, salesmen and advertising people.)
2. Extraverted and also very focused on getting the job done, convinced they are always right, prepared to tread on those who get in their way. (entrepreneurs and corporate leaders.)
3. Introverted, much quieter and reflective, logical, paying attention to detail and being correct, sometimes pernickety and unfeeling. (accountants and IT people.)
4. Very introverted, led by their feelings, taking great care for ensuring

*If you have a question you want to put to Jonne about a coaching, leadership or training issue within your own business, or would like Power and Grace to deal with an issue in your business related to this column, then call 0845 644 6831 or email [jonne@powerandgrace.co.uk](mailto:jonne@powerandgrace.co.uk) in strictest confidence.*

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others are all right, so much so sometimes they fail to look after themselves and then become stubborn convinced the world is against them. (Social workers and carers.)

You will notice each type has its good and bad side. No place is the best or the right place! The stereotype does not always apply.

Typically we most easily get on with people like us. People unlike us are harder and both parties will need to be flexible to accommodate the other. If you are in group four you will try hard to be flexible. If you are in group two you are an opposite type to four and possibly won't see why you should bother to try. Types one and three see each other as from different planets.

The key point here is to recognise people are different so not getting on is as much the norm as getting on. Expect to have to be flexible and recognise that some won't want to bother. Profiling helps you identify your own type and gain insights into others. If you want to talk about a profile to find out what type you are get in touch.

**POWER** & *grace*

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