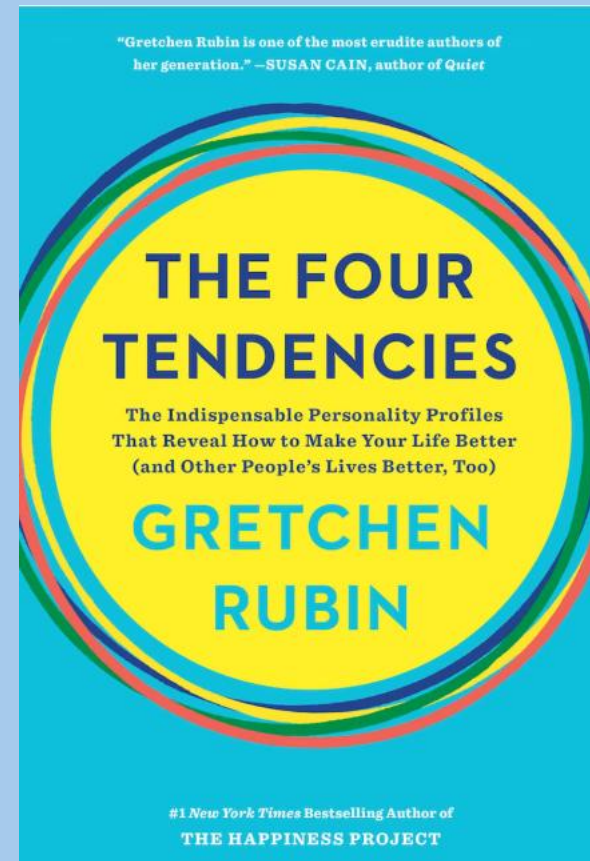
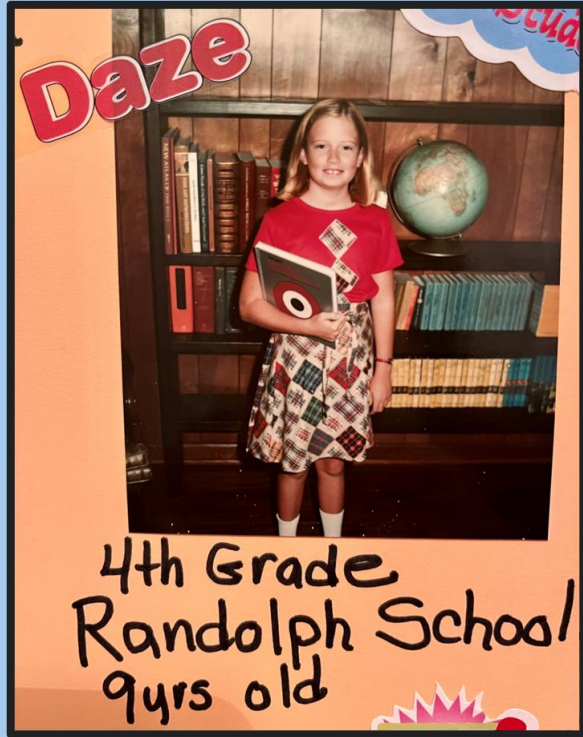
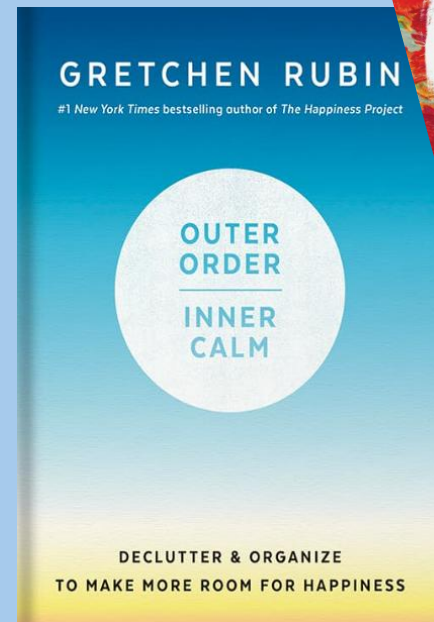
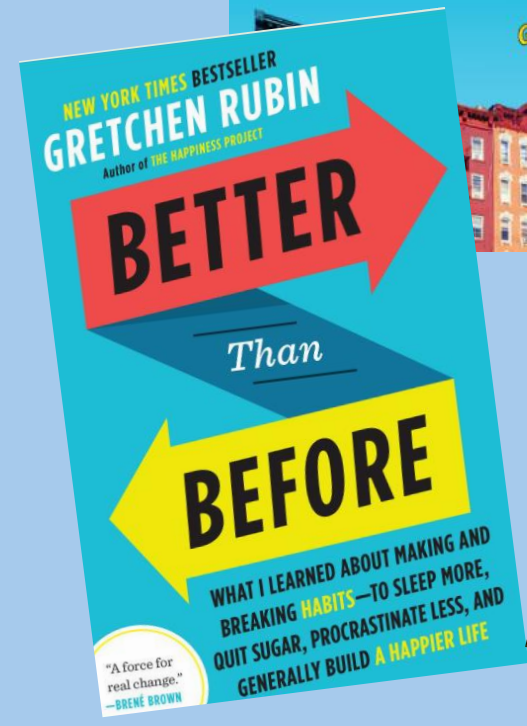
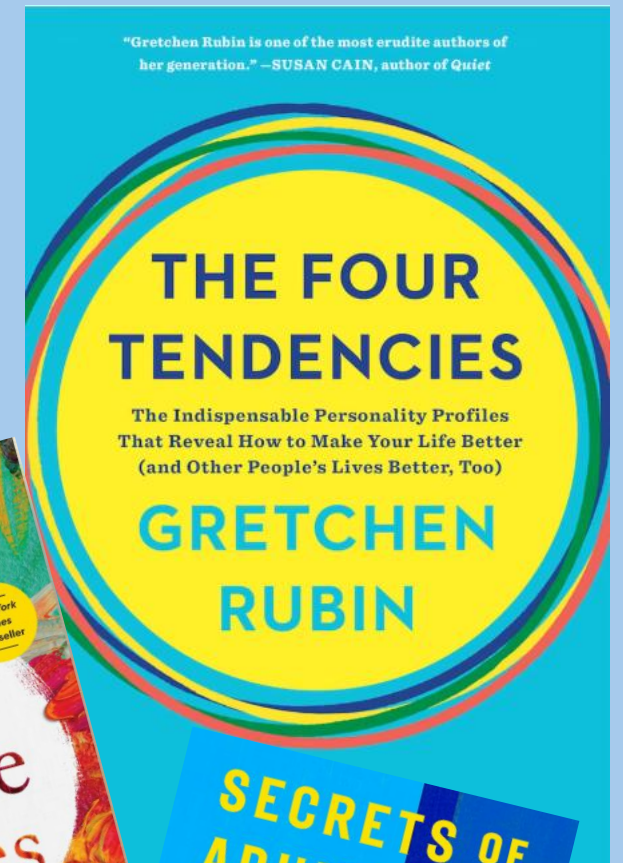
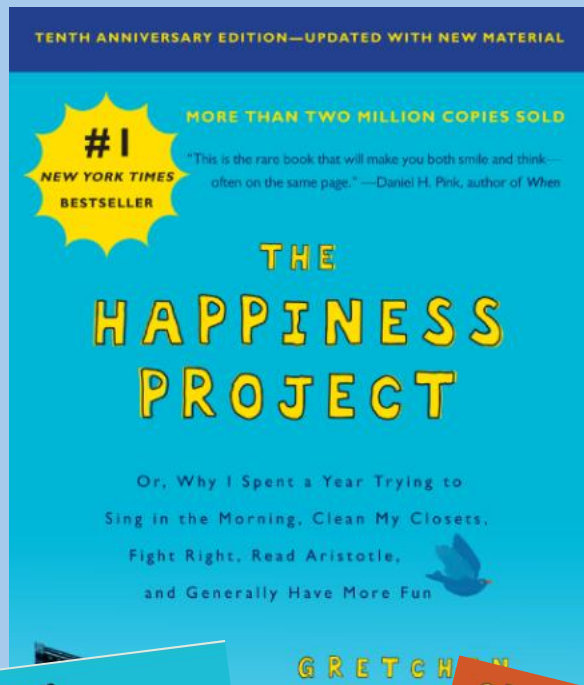


Gretchen Rubin's Four Tendencies at Work: Understanding Yourself and Others

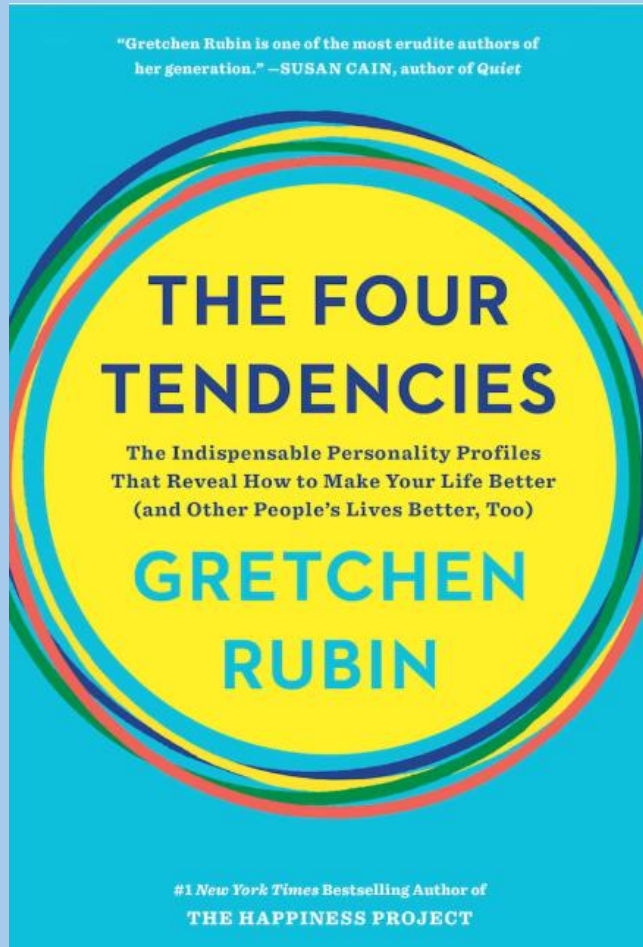


Jenna Pirani: My Life at Randolph School



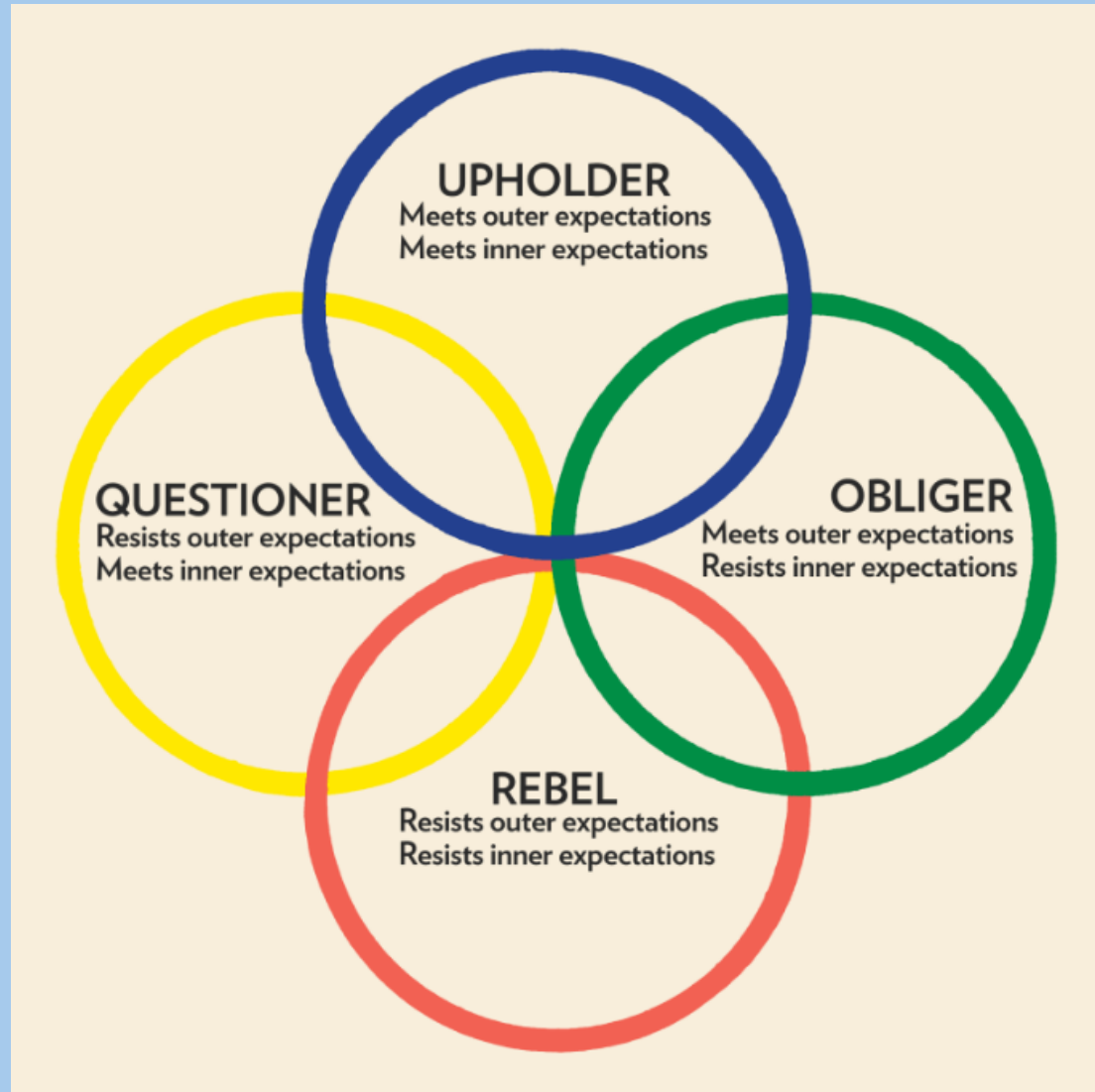


Session AGENDA:



1. Review Four Tendencies framework
2. Identify YOUR Tendency (QUIZ)
3. Group Discussion Questions
4. Examine ALL Tendencies with work applications
5. Group Discussion Questions

The Four Tendencies Framework



QUIZ TIME! Identify YOUR Tendency:

<https://gretchenrubin.com/quiz/the-four-tendencies-quiz/>



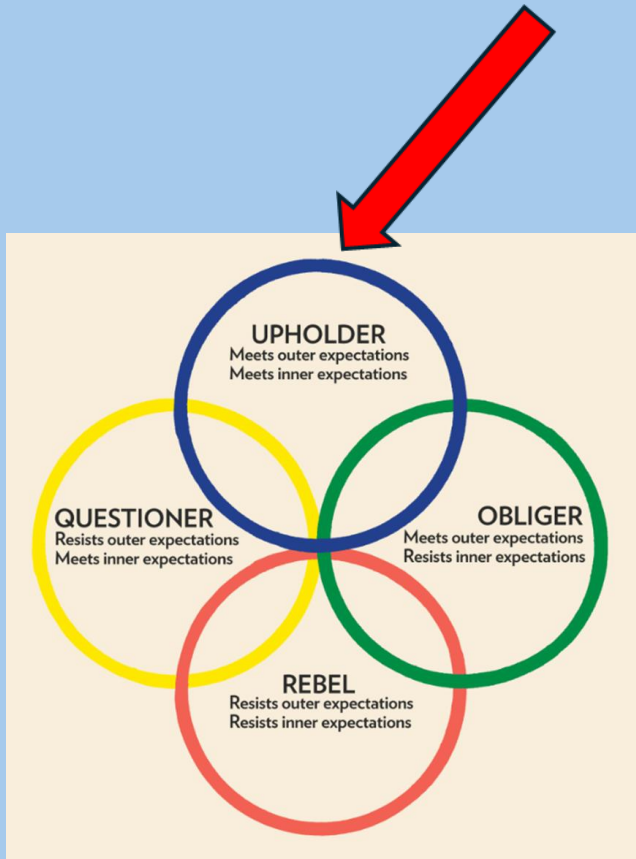
GROUP DISCUSSION

- Do you personally identify with any of the characteristics, strengths, or weaknesses of your tendency as described? Share an example.
- What is your favorite aspect of your Tendency? What is your least favorite? Why?

GROUP EXERCISE

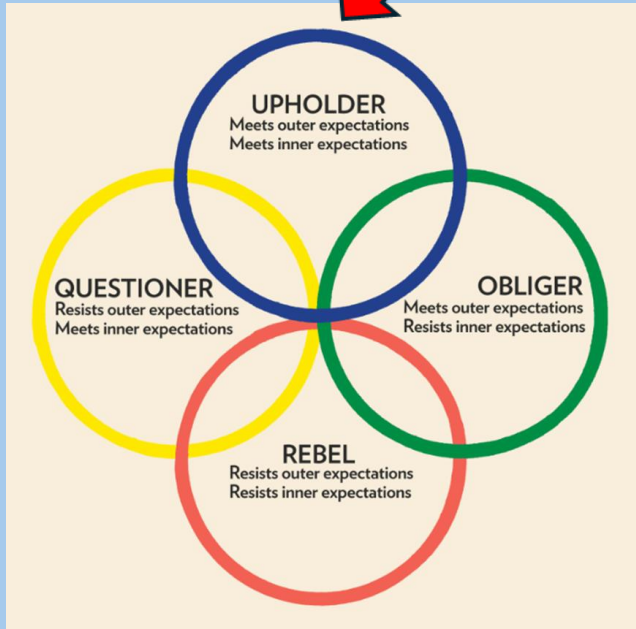
Imagine your group wants to develop the habit of keeping your car clean, inside and out! Taking your Tendency into account, as a group, outline the steps you might take to successfully form this habit.

UPHOLDERS AT WORK



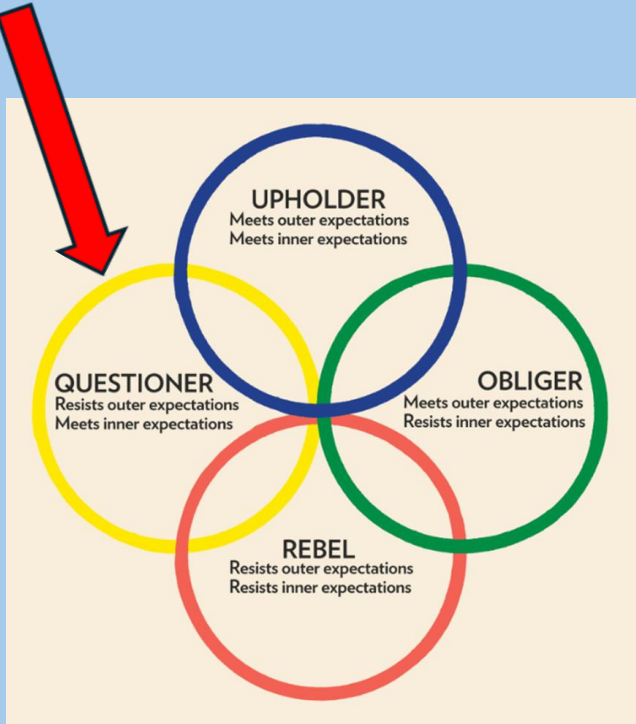
- Self-directed, meet deadlines and run projects without much supervision
- Eager to meet workplace expectations (regulations, performance targets, etc.)
- Embrace routine, value consistency

UPHOLDERS AT WORK



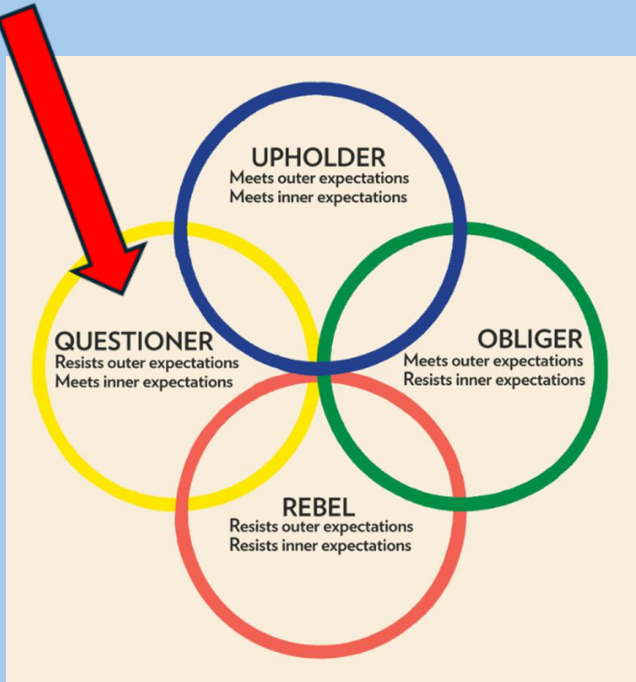
- Struggle to adjust to change
- May struggle to delegate tasks, suspecting others are not dependable
- May be judgmental of others
- Can seem uptight or rigid

QUESTIONERS AT WORK



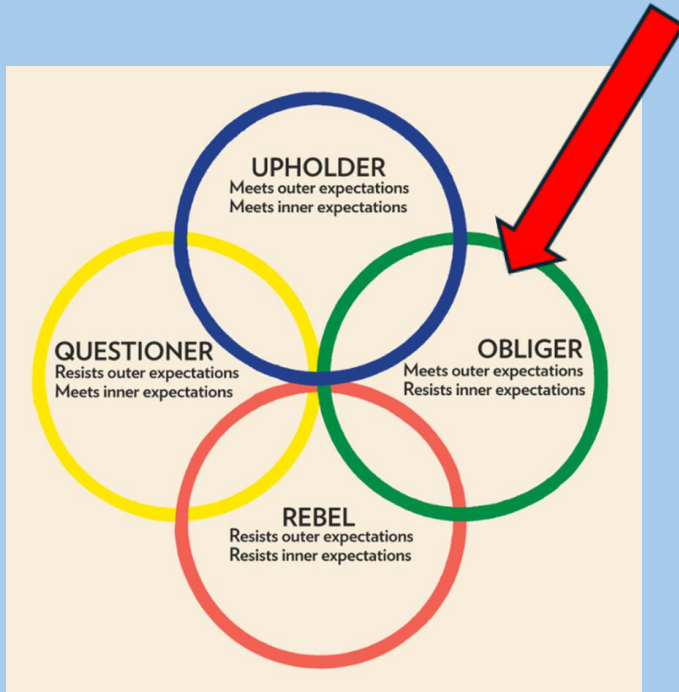
- Place high value on efficiency
- Will seek relevant information before beginning a task or making a decision
- May bring fresh ideas to the table (not accepting “that’s the way it’s always been done.”)

QUESTIONERS AT WORK



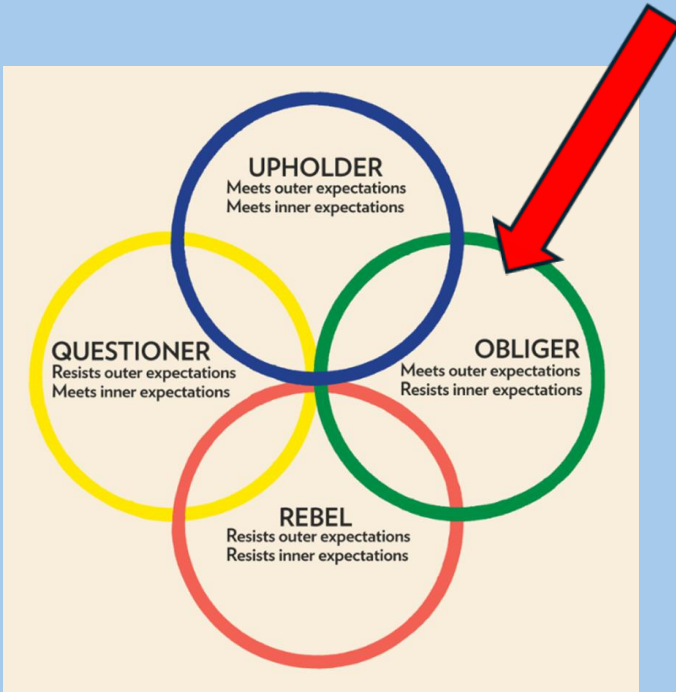
- Only follow an authority if they respect that person
- May be viewed as difficult or uncooperative due to persistent questioning
- Can suffer “analysis paralysis” if they can’t get the perfect information

OBLIGERS AT WORK



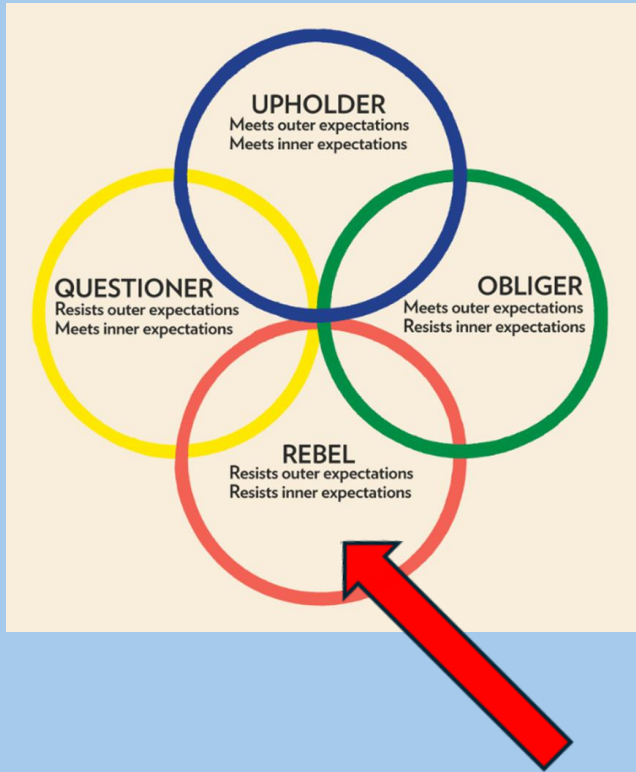
- Value meeting commitments to others
- Team players
- Will go the extra mile: “I’ll do anything for my boss/colleagues.”

OBLIGERS AT WORK



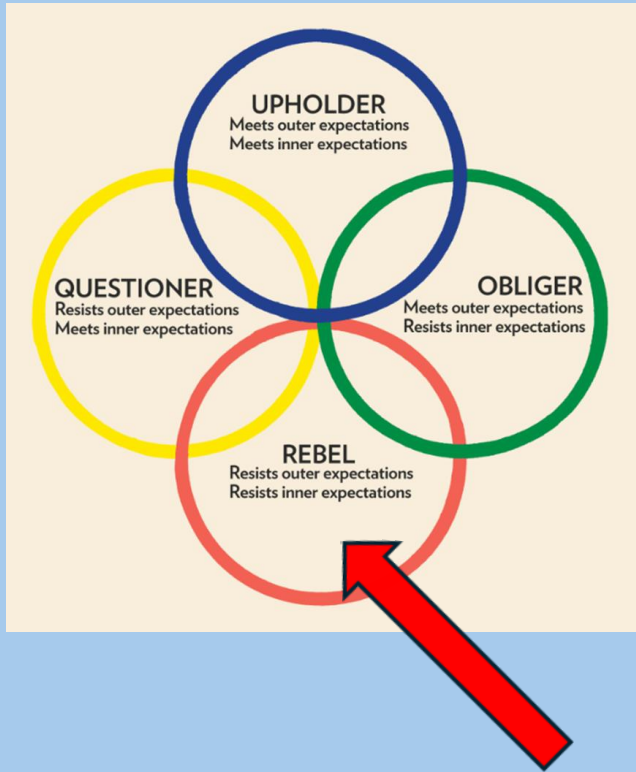
- Require supervision, deadlines and other forms of accountability to stay on track
- Have trouble saying “no” or setting limits on others’ demands
- When pushed too hard, obligers may lapse into “obliger-rebellion.”

REBELS AT WORK



- Very engaged if they believe in the mission or cause of the task, or in the organization itself
- Value self-expression, freedom, authenticity and choice
- “Bending” the rules can allow for creativity, new ideas

REBELS AT WORK



- Don't respond well to supervision, advice, reminders, directions
- Resist routines, schedules, repetitive tasks
- Sometimes restless, may find it difficult to settle down in a job or office

GROUP EXERCISE

Imagine you are a group of administrative assistants at your school who've been tasked with planning an end-of-year celebration for faculty and staff. This has not been done before, so you're starting from scratch.

DON'T actually plan the party...but DO allow each person to answer the following questions, based on her Tendency:

- What are my **needs** going into this project and why?
- What can I specifically **contribute** to this project?

FINAL QUESTIONS

- How does understanding each Tendency help a working group like this function better?
- What is one thing you will take away from this session to improve a working relationship at your school?

THANK YOU!!