

Managing Your Impact on Others

We all have times when stress gets the better of us. It's how we respond that matters most. Our usual strengths can become our own worst enemy when we're not aware of how we overplay during challenges.

But that's why self-awareness is powerful. Knowing what can happen when those strengths become overplayed and how to read the signs that others might be perceiving that you're Overextending, gives you a precise and practical understanding of how you can be the best team player possible.

If you're ever worried about the impact you might be making on your teammates, the first thing to look at, is how your Overextensions might factor into the team dynamics. Recognising when you're Overextended can help you manage your own responses. By understanding your Qualities and Overextensions, you can adapt your behaviours to contribute to a happy, healthy team.

Understanding your top Qualities

Before we get started, let's look the common set of Qualities we often see across personal performance and teamwork that can impact relationships.

Inspiration Driven

Adaptable

Works towards an overall vision with emerging goals

Flexible

Easy-going and informal

Spontaneous

Makes gut-feel decisions

Overextended Inspiration Driven individuals might become too adaptable, lenient with deadlines, and quick to act without planning:

Unfocused

Chaotic

Impulsive

Discipline Driven

Purposeful

Sets ambitious goals and then works diligently towards them

Structured

An organised planner

Reliable

Disciplined and meets commitments

When the Discipline Driven Aspect is Overextended, individuals might become overly methodical, inflexible, and obsessed with time management:

Goal Fixated

Rigid Planning

Hesitant

Big Picture Thinking

Conceptual

An abstract thinker comfortable with complexity and ambiguity

Imaginative

A source of new ideas

Radical

Drives change and is willing to challenge tradition

When the Big Picture Thinking Aspect is Overextended, people might produce unrealistic ideas and take discussions off on tangents.

Unfeasible

Fantast

Change for the Sake of Change

Down to Earth

Practical

Adopts a realistic and common-sense approach

Evidence-Based

Focused on observable facts and attentive to details

Cautious

Prefers to stick with tried-and-tested methods

Overextended Down to Earth might come across as resistant to change, narrow-minded, and overly methodical:

Narrow-Sighted

Lost in the Details

Change-Resistant

Extraverted

Sociable

Energised by interacting with others

Demonstrative

Enthusiastic and expresses positive emotions

Takes Charge

Takes the lead in a group and is drawn towards authority positions

When the Extraverted Aspect is Overextended, individuals might dominate conversations, split attention across multiple discussions, and struggle with independent work:

Can't be Alone

Overbearing

Controlling

Introverted

Observing

Private and likes to think before they speak

Measured

Serious-minded and contains positive emotions

Intimate

Listens first and gravitates towards one-on-one conversations

Overextended Introverted individuals might be seen as reserved, withdrawn, and overly serious:

Detached and Aloof

Serious and Withdrawn

Passive

Outcome Focused

Tough

Comfortable with conflict, and courageous enough to tackle difficult conversations

Competitive

Strong-willed and wants to win

Logical

Objective and rigorously applies reason

Overextended Outcome Focused individuals might become overly driven, argumentative, and dismissive of others' opinions:

Seeks Conflict

Win at All Costs

Argumentative

People Focused

Accommodating

Strives for harmony and is willing to adjust their stance in a conflict

Collaborative

Team player with a win-win mindset

Empathetic

Considerate and in touch with other people's feelings

When the People Focused Aspect is Overextended, individuals might struggle to provide negative feedback, overly accommodate others, and avoid conflict:

Acquiescing

Consensus-Obsessed

Emotionally Stretched

Mapping your top Qualities

On the next page you can map the two top Qualities of behaviour that you feel you use on a regular basis at work and others would notice in you. You can pick Qualities from across any of the Aspects of high-level behaviour. Most often, we're a mix!

Before you begin, if you have a teammate that you feel psychologically safe to give and receive feedback with, ask them what they think your top Qualities are, and if you ever Overextend yourself during challenges.



This is a great way to complete the exercise with a perspective beyond your own that might reveal some golden nuggets you'd otherwise miss. Bonus, collaborating openly with a teammate can help create an environment of trust and mutual support.

Fill in the table below to map your top two Qualities

Your first top Quality	How my behaviour comes across when I use this Quality effectively	How my behaviour comes across when I Overextend this Quality	The events, scenarios and behaviours in others that trigger me to Overextend this Quality
1.			
Your second top Quality			
2.			

Now fill in the table below to map how your teammates respond to your personal style

Teammate	How they respond to me when I'm effective with these two Qualities	How they respond to me when I Overextend these two Qualities	What do they notice about my behaviour when I begin to Overextend
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Teammate

Teammate

Getting relationships back on track

Name a common challenge during teamwork that you feel you most often Overextend in:

Name a person who might commonly experience your Overextended personal style during that challenge:

What is your intention when you are trying to deal with that particular challenge?

What do you hope that person will value about your personal style to contribute to a solution during that challenge?

What do you hope that person will value about your personal style to contribute to a solution during that challenge?

What support can that person give you to remain composed if that trigger comes up?

How will you articulate your request for support from them?

How would using your top two Qualities effectively help communicate your point of view and/or how you approach that challenge?

Would tuning up any additional Qualities help you further? Why?

Think about their own personal style and what they best respond to. Is there anything about the Qualities of their own personal style that might mean you want to adapt the Qualities you use during that challenge?

When dealing with the challenge, what will 'effective you' say to the person involved during that challenge to contribute to a solution?

When dealing with the challenge, what will 'effective you' do in your actions during that challenge to contribute to a solution?

Key Takeaways

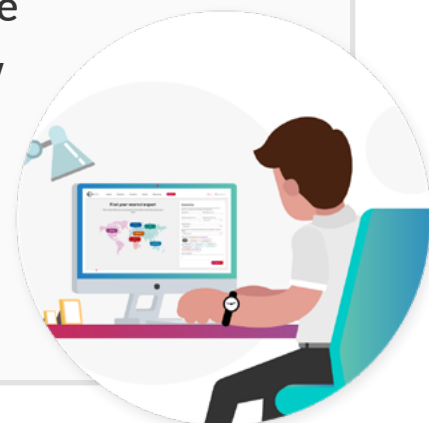
- ★ By mapping out your top Qualities, and understanding how they come across in different scenarios, you can better manage your own behaviour and contribute to the team more effectively. This is why self-awareness is key, effective communication and collaboration are rooted in it.
- ★ Managing how you affect others is vital for good teamwork. By recognising when your strengths might be overwhelming, seeking feedback from teammates, and being willing to adjust accordingly, you'll be able to navigate challenges with ease.
- ★ When you learn to recognise the signs of Overextension and take the steps to address it, it's not just you who benefits, it's the entire team.

Discover the psychometric revolution for working better together.



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