

AYUSHMAN
CONSULTANCY

Individual Management

Each Person is different, each person has a different kind of behavior, a distinct style of working and a different way of reacting to things. As entrepreneurs, leaders and managers, we need to deal with all kinds of people and if you don't manage each of your people well, any good policy or intention will not produce the desired results.



Being in business, we have to deal with all kind of people.

What kinds of people do you deal with?



Different Types of People



Shark- Competing

Likes to work independently	Physically Strong	Role Model for people
Likes to give directions	Unsympathetic	Difficult to live with
Control freak	Does not have respect for people who are weak	Aggressive
Hates to take directions	very goal oriented	Pushy
Competitive	Very proactive	Critical
Works best under challenges	High Degree of initiative	Over Generous
Does not appreciate too much intimacy	Very Responsible	Very high degree of self Esteem
Emotional Strong	Love to take ownership	Born Rebels

Different Types of People

Shark- Competing



Poor work life balance	Doesn't have too many close friends
Hates to under obligation/ask for help	decisive
willing to take on load	Impulsive
Generally dislike people who don't take life as seriously as them and vice versa	Love & Respect goes hand in hand
Loves to win/very poor at losing	Respect is very important
Considered to be insensitive(They are not aware of the it)	Fighter

Different Types of People

FOX - Compromising



Likes to Create Chaos	Unreliable	Great Networking
Excellent observers of people	Cunning	Would rather remain the second man
Great at gossip	political	benefit oriented
Very good at deriving information	Manipulative	great negotiators
very charming	Very Resourceful	unemotional
Hate Documentation	Jugaad King	Non Committed
Indispensable to their bosses	Adaptable	Not interested in taking leadership and ownership
Shortcut key masters	Flexible	

Different Types of People

FOX - Compromising



Good at strategic advisory	do not ask them how did they do it
hate to be under obligation(They keep a mental tally of favors received and given	Give them a broad framework of do's and don'ts
Very subtly remind of the favors done to you about the obligation	Their work will not stand for their in-depth analysis
Rumor spreaders	need close monitoring when tasks are given
survivors	selective & Convenient
personally not sensitive	Outcomes and Benefits are most important for them
compete all the task all the time	

Different Types of People



TORTOISE - AVOIDING

Hate Chaos	For Tortoise – No. of years matters
Hate Confrontation	Highly resistance to change
Hate Face-offs	Very skeptical of over friendly people
Avoid one to one conversation	don't forgive and forget
Very System oriented	Appear extremely Patient
Lovers of SOPs	They don't like to develop intimacies
Love Documentation	don't share their emotions
Very Selective– circle of influence	Not very expressive of their feelings

Different Types of People

TORTOISE - AVOIDING



Make very good managers	Process and policies are the most important thing for them
Moody	carry insults, piles it up and gives it back one fine day
Explosive	vengeful- long term vengeance
Fiercely Loyal	work very well in standardized environments (Even when there is crisis)
Unpredictable	Prefer to work with same circle of people
Natural Worriers	Passionate about one or two causes (Even if they are unrelated to their professional life)

Different Types of People

TEDDY - Accommodating



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Soft	Sacrificial	Poor decision makers
Sympathetic	Submissive	Good executers
Generous	Liked	great at mediation
Kind	Socially very active	Very good listeners
Loads of personal commitment	In the bargain to keep everyone happy, they keeps no one happy	Get highly influenced by people who are aggressive/ assertive and stronger
Very vulnerable to the suggestion	End up doing more than they should be doing & end up delivering less that they should be doing	Relationship is the most important thing

Different Types of People



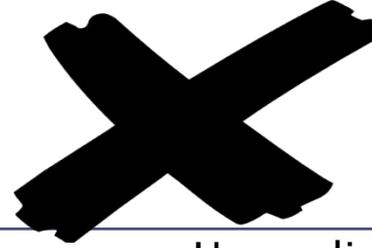
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OWL - Collaborating

Do not allow personal friendship to interfere in their professional work	Owl is also very stakeholder consensus oriented
consultative approach to problem solving	Believes in Intense probing & Questioning
Unbiased	Good team leaders
Unlikely to give individual credit to performance	collaborative
analytical	Professional
logical	Fair and Just
Organizational Goal Oriented	Empathetic (Empathy is sympathy in action)
Emotional Detached	

Different Types of People

X PERSONALITY



Insecure	Unpredictable
Moody	Internally Chaotic
Low self awareness	Depressed (May not shot it or agree to it)
Confused with decision making	Too Experimental
Hyper - Reactive	May be violet & Abusive
Not Successful at relationships	Unreasonable anger
Substance abuse	Deeply sensitive to everything
Low confidence	careless
Psychologically deeply disturbed	may suffer from sleeplessness or extreme sleep
Erratic Habits	Forgetfulness
Disillusioned	Hungry for attention, affection, love & success