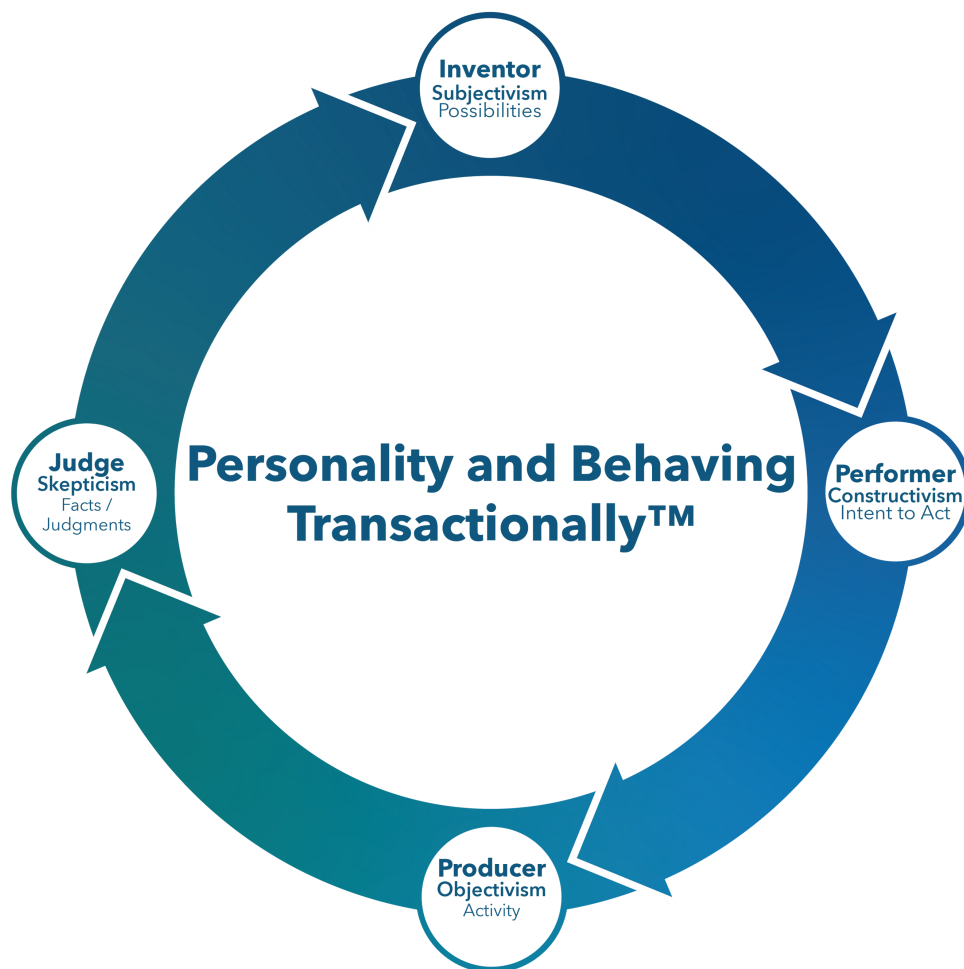




PERSONALITY AND BEHAVING TRANSACTIONALLY™



Why Personality and Behaving Transactionally?

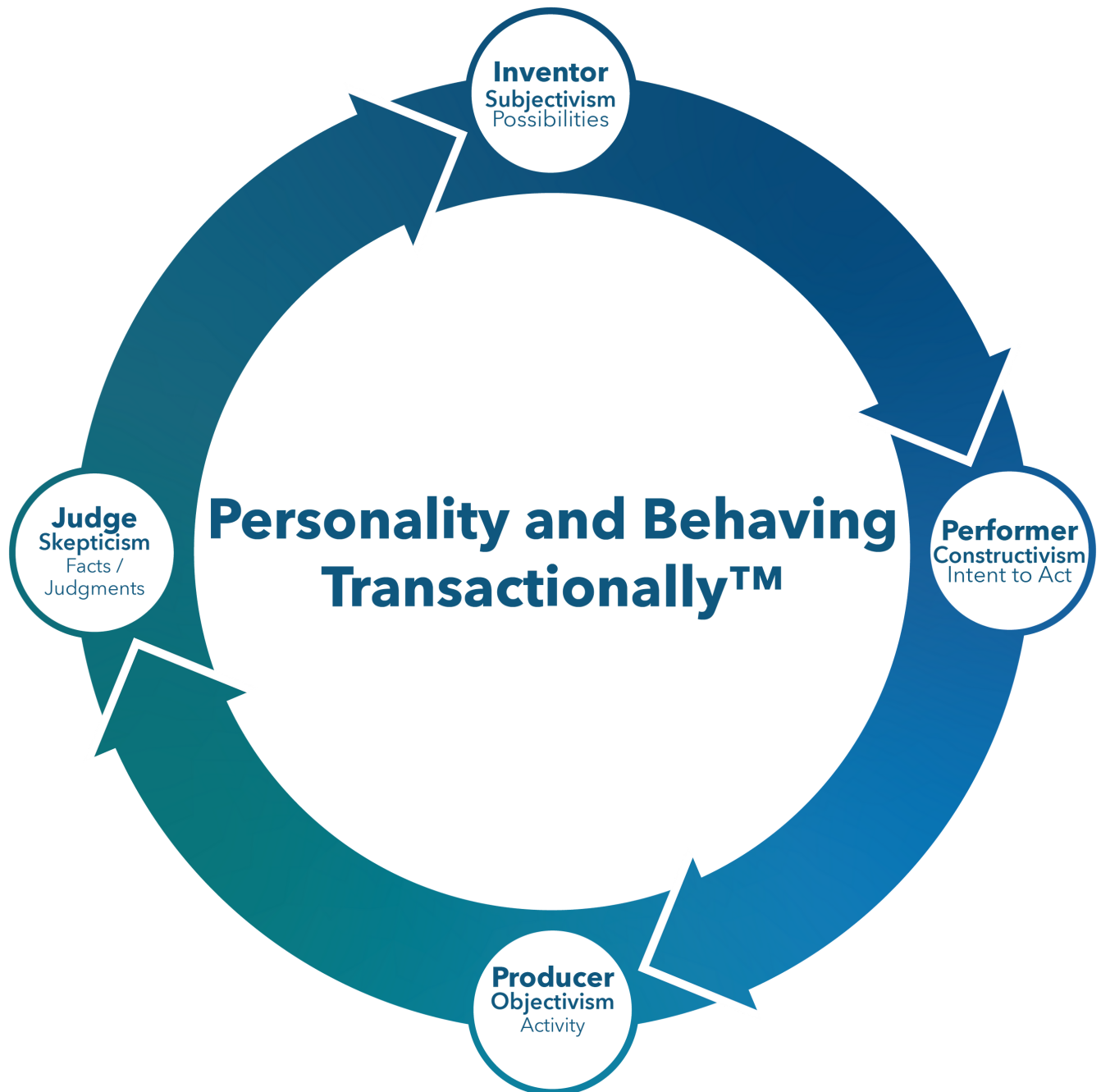
Influential U teaches individuals and teams to leverage differences, optimize performance and accelerate results using our personality-focused, transactional framework.

In the past, professionals commonly used personality frameworks to determine whether a new candidate was a good match for a role or company culture. However, as the professional world becomes more conscious of diversity, many people are uncomfortable being labeled or categorized based on their personalities.

Personality in Transaction offers a different approach by focusing on how we behave in transactions rather than merely labeling us as a particular personality type. This framework acknowledges that we all bring value to human exchanges and helps us recognize patterns in our behavior rather than defining ourselves by them.

Assets and Liabilities

In transactions, each personality demonstrates assets, liabilities, and behaviors that can accelerate transactions or grind them to a halt.



Inventor

Inventors tend to be future-based, idea-oriented people who are self-reliant and highly subjective in their thinking. They typically do best at the top of the transaction cycle where they can invent new possibilities.

Inventors tend to halt transactions with new ideas or a need to control and may avoid/dismiss relationships and judgments.

Performer

Performers tend to be present-based, relationship-oriented people who are inclined to be highly flexible in their thinking. They tend to do best when in the present exchange and they have the opportunity to interact with others.

However, Performers tend to halt transactions with relationship concerns or mood campaigns and may avoid/dismiss commitments and facts.

Producer

Producers tend to be short term and objective in their thinking and are highly work-oriented doers. They flourish in the fulfill exchange where all of the work and action takes place.

However, Producers tend to halt transactions with premature or unnecessary doing and may avoid/dismiss completion and flexibility.

Judge

Judges tend to be skeptical people relying on standards, competence, and evidence before taking action. They thrive in the completion exchange and are great at using past evidence in their evaluations.

However, Judges tend to halt transactions with premature evidence or restrictive standards and may avoid/dismiss vision and repetition.

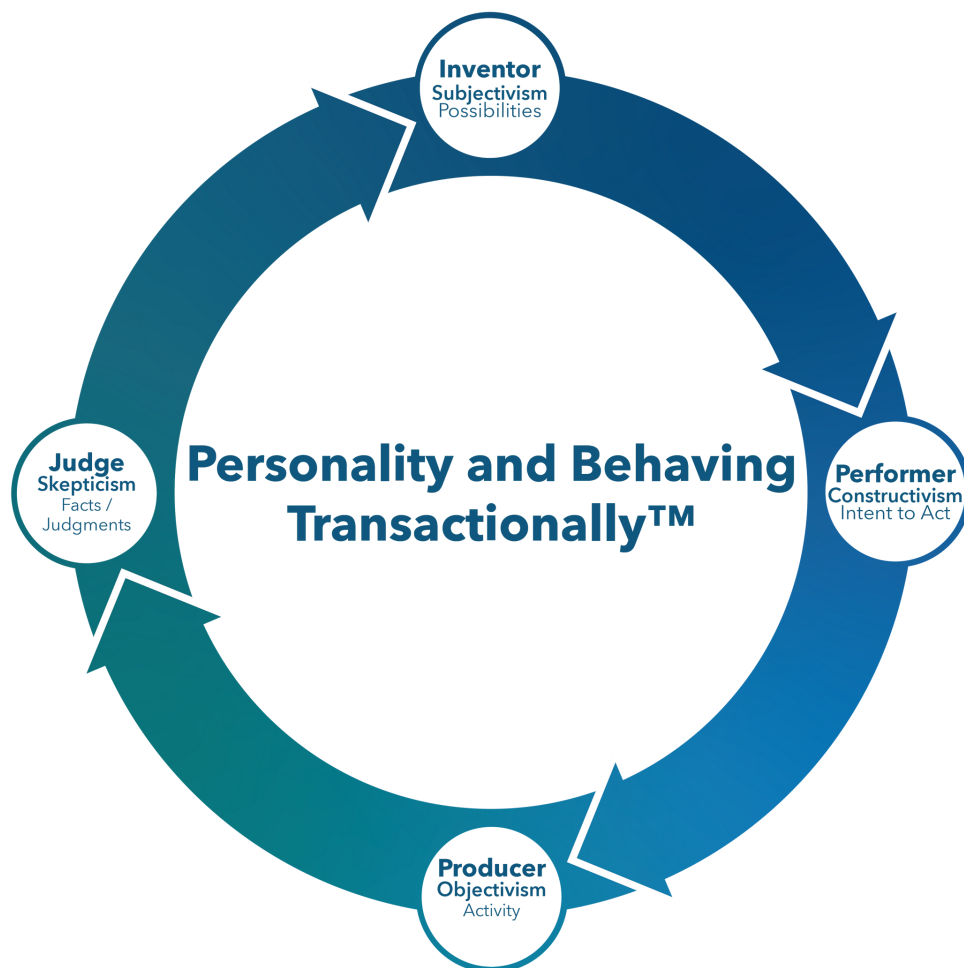
Exercise

Which exchange is your superpower?

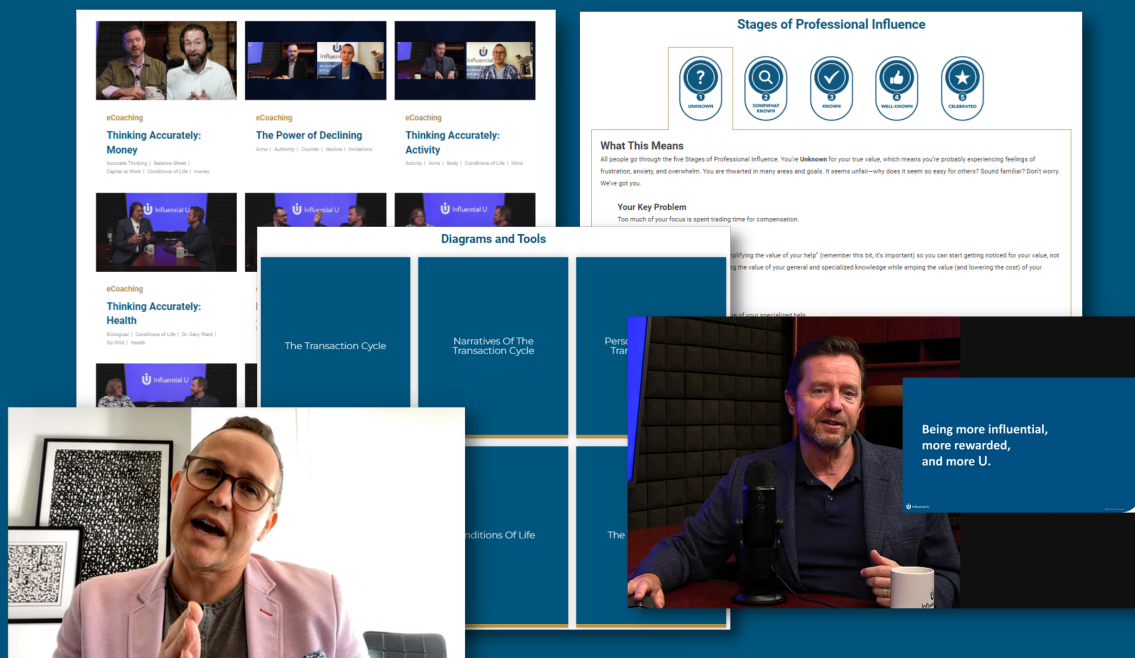
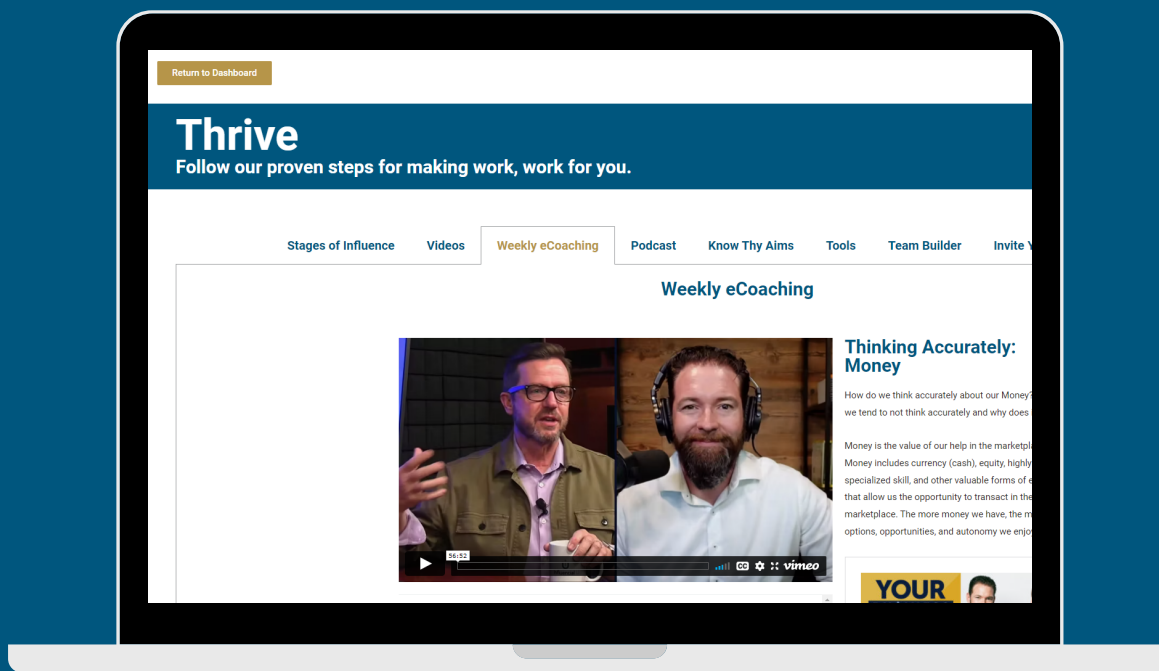
(and which are your kryptonite?)



What is your superpower?



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