

**others' agendas**

*to keep the peace*  
harmonizing, balancing,  
inclusive, bringing unity

9

**seeing error**

*to reform and improve*  
high standards, disciplined,  
accountable, creates order,  
integrity, self-regulation

1

**others' needs**

*to get approval*

2

support,  
attend, ability  
to listen, em-  
power,  
appreciate

3

**tasks to do**  
*to accomplish*

motivation, persuasion, high  
performance, recognizing  
talent

4

**seeing what  
is missing**

*to continue the  
juice of longing*

self-renewal, compelling narrative,  
sense of meaning, connecting

**Focus of  
Attention,  
Motivations  
& Strengths**

**taking control**

*to protect self and others  
from vulnerability*

respond to challenges, **8**  
generate results, decisive,  
building scale

**best case  
thinking**

**7**  
*to be  
stimulated*

vision/optimism,  
inspire, creative  
options

**worst case  
scenario**

*to anticipate  
potential harm*

support, collaborative,  
staying on track, systems

5

**detaching &  
observing**

*to maintain boundaries  
and privacy*

clear thinking, conceptualize, think  
in new ways, understand the  
context, communicate new learning