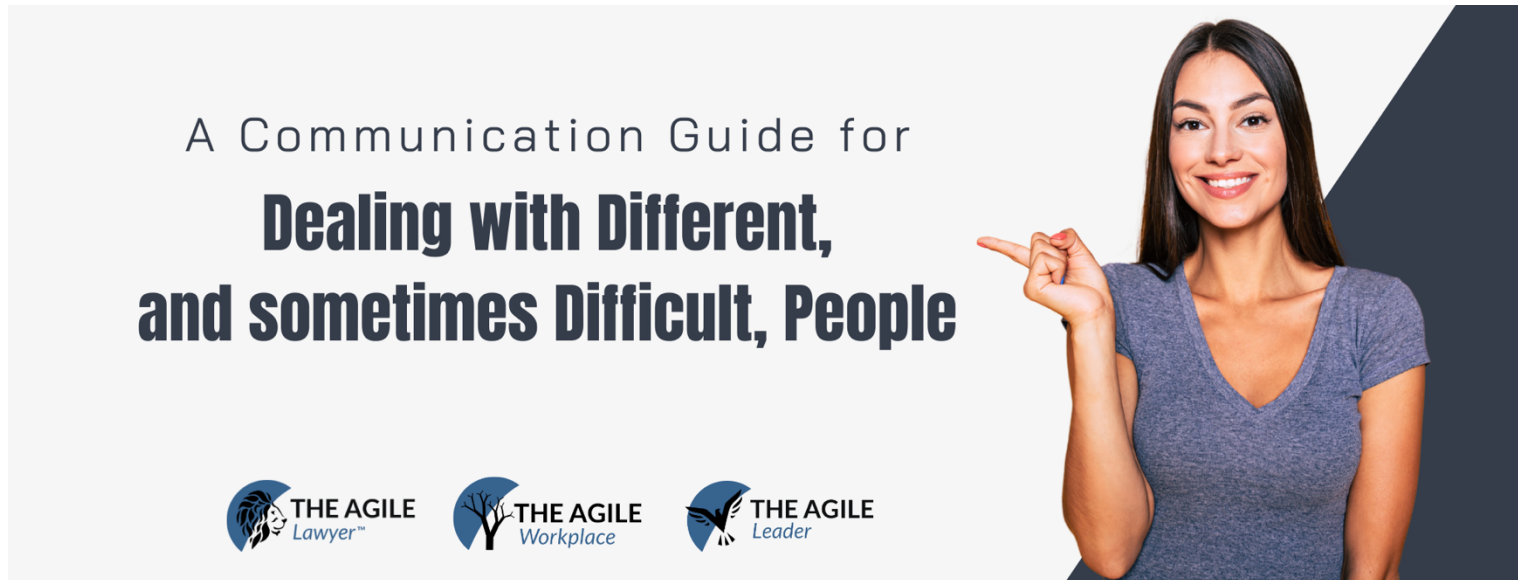


Leveraging Your Spice Game Results

Building Rapport for Managing Relationships



A critical part of our emotional intelligence is knowing self and knowing others for effective relationship management. By recognizing key traits of each Spice, we can then make conscious choices on how to approach others in ways that make meaningful connections and build rapport.

This communication guide equips you with the knowledge and strategies for building healthier and happier relationships in ways that keep clients coming back.



THE SPICE TRAITS AND STRATEGIES FOR COMMUNICATION

The Parsley: Driving Action Style (extroverted, fast-paced)

- ☐ Makes decisions to get things done
- ☐ Efficient and to the point
- ☐ Focuses on the here and now
- ☐ Need for control
- ☐ Less concern about relationships, focuses on tasks
- ☐ Communicates through statements
- ☐ When under stress, seeks to control people and situations
- ☐ Fears being taken advantage of, losing or being inferior



The Pepper: Expressive Relationships Style (extroverted, fast-paced)

- ☐ Makes decisions based on intuition
- ☐ Mobilizes teams and motivates others
- ☐ Focuses on the future
- ☐ Impulsive, little concern for routine
- ☐ Emotional and involving
- ☐ Need for excitement and acceptance
- ☐ Communicates through statements
- ☐ When under stress, tends to attack
- ☐ Fears being disliked or being abandoned



Communicating with a Parsley:

- Focus on the result first; state the conclusion at the outset
- State your best recommendation; do not offer many alternatives
- Be as brief as possible
- Emphasize the practicality of your ideas
- Use visual aids

Communicating with a Pepper:

- Allow for small talk; do not start the discussion right away
- Stress the relationship between your proposal and the people concerned
- Show how the idea worked well in the past
- Indicate support from well-respected people
- Use an informal writing style



The Garlic: Analytical Process Style (introverted, slow-paced)

- ☐ Makes decisions using facts, logic and analysis
- ☐ Slower to take action, to communicate
- ☐ Historical perspective
- ☐ Cautious decision makers
- ☐ Need for accuracy
- ☐ Communicates through questions
- ☐ When in conflict, avoids personal involvement
- ☐ Fears being wrong, appearing foolish or being ignored



The Ginger: Amiable Idea Style (introverted, slow-paced)

- ☐ Makes decisions based on what benefits others
- ☐ Cautious and risk-averse
- ☐ Focuses on the relationships
- ☐ Present time frame
- ☐ Supportive action
- ☐ Communicates through questions
- ☐ When under stress, avoids conflict and confrontation
- ☐ Fears being dominated, emotional discomfort and conflict



Communicating with a Garlic:

- Be precise; state the facts
- Organize your discussion in a logical order: Background, Present the situation and Outcome
- Break down your recommendations
- Include options and alternatives with pros and cons
- Do not rush a process-oriented person
- Outline your proposal

Communicating with a Ginger:

- Allow enough time for discussion
- Do not get impatient when he or she goes off on tangents
- Try to relate the discussed topic to a broader concept or idea
- Stress the uniqueness of the idea or topic at hand
- Emphasize future value or relate the impact of the idea to the future
- If writing, try to stress the key concepts that underline your recommendation at the outset
- Start with an overall statement and work toward the particulars



RELATIONSHIPS AT WORK
YOUR PRESENCE MATTERS

Leverage your mindset for Agile Living and healthier, happier, richer relationships!



Mindset Session

Book here your first session
with Dr. Dupree.

