


 Leadership Institute
Community of Practice:
*Building Rapport and
Working with Overextensions*




PREVENTION LEADERSHIP

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Objectives





1. Examine individuals' own multi-faceted personality, strengths and growth opportunities to improve team communication and collaboration.
2. Recognize the diversity and strengths of each individual team member and what they bring to the table.
3. Identify individuals' overextensions and examine strategies for personal growth.
4. Describe the 5 thinking styles and strategies to quickly build rapport with each.

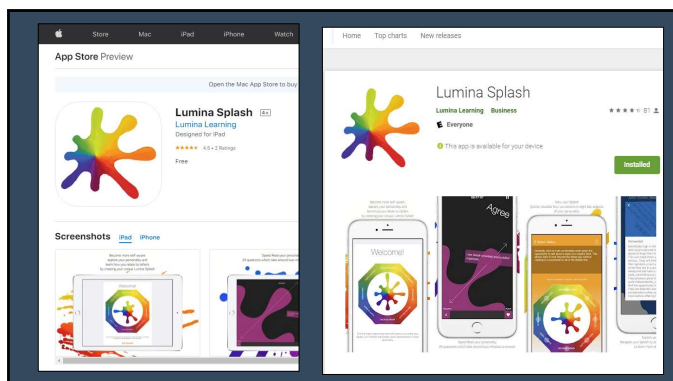
2

Download the Lumina
Splash App.
Build Your Own Splash.

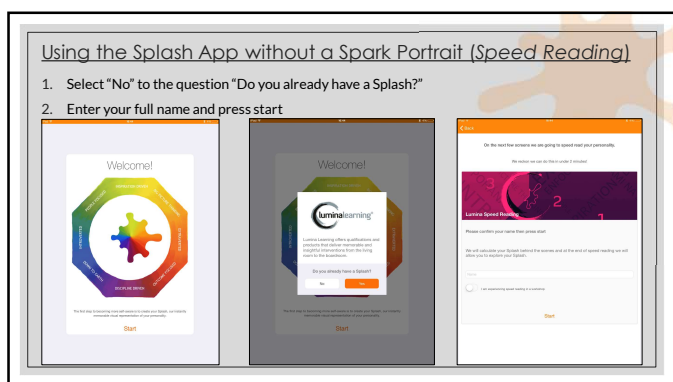


 GET IT ON
Google Play  Download on the
App Store
<https://splash.luminalearning.com/>

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Read the instructions carefully.

To agree with a question swipe to the right of the screen, to disagree swipe to the left.

OR you can press the buttons along the bottom if you find this easier .

It normally takes around 2 minutes to complete.

You can hold the Splash arms to give yourself more time

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Click "Reveal Splash"

You can zoom in on individual Aspects (e.g., Extraversion) by clicking on them.

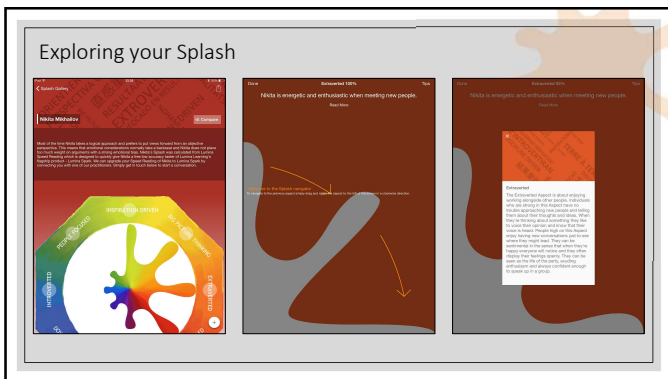
You can zoom out to your full Splash by clicking "Done" in the top-left corner of the screen.

Click 'Read More' for the definition of the Aspect.

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Introduce yourself and share one thing that stood out to you in your Splash.

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Lumina Spark

- ❖ Trait Not Type
- ❖ Bottom-Up
- ❖ 24 Qualities
- ❖ 3 Personas
- ❖ 8 Aspects
- ❖ 4 Archetypes

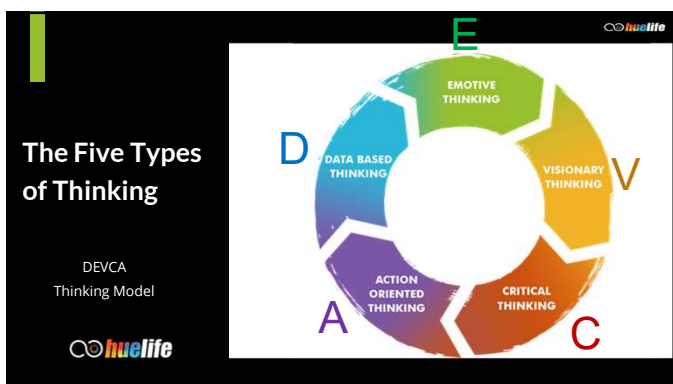
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The Four Principles

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Overextension



- Who you are when put under stress
- How you react to unexpected events
- This can come into effect unconsciously

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Overextension

Accommodating **to** Acquiescing
 Collaborative **to** Consensus - Obsessed
 Empathetic **to** Emotionally Stretched
 Adaptable **to** Unfocused
 Flexible **to** Chaotic

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Overextension

Spontaneous **to** Impulsive
 Conceptual **to** Unfeasible
 Imaginative **to** Fantastist
 Radical **to** Change for the Sake of Change
 Sociable **to** Can't be Alone

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Overextension

Demonstrative **to** Overbearing
 Takes Charge **to** Controlling
 Tough **to** Seeks Conflict
 Competitive **to** Win at All Cost
 Logical **to** Argumentative


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Overextension



- Purposeful **to** Goal-Fixated
- Structured **to** Rigid Planning
- Reliable **to** Hesitant
- Practical **to** Narrow-Sighted
- Evidence - Based **to** Lost in the Details



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Overextension




- Cautious **to** Change - Resistant
- Observing **to** Detached and Aloof
- Measured **to** Serious and Withdrawn
- Intimate **to** Passive




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A-Game vs. B-Game

You Get My A-Game When...	You Get My B-Game When...
<ul style="list-style-type: none"> • You pause and ask me my thoughts • Create safe and non-judgmental space to communicate • Allow me time to think quietly and/or out loud 	<ul style="list-style-type: none"> • I don't have time to process my thoughts or response • I get interrupted • My thoughts are put down disrespectfully • Thinking's aren't written down





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