



# The Secret to Inclusive Teams

**Presented by Janet Postier and Kathy Osvath**  
Faculty, Federal Executive Institute

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**Center for Leadership Development**  
*Developing Visionary Leaders to Transform Government*

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# Norms

- Have access to chat box and be ready to type.
- Avoid possible disruptions for others by refraining from taking other calls or participating in other work activities.
- Participate actively with full presence.
- Ask for what you need (on chat).



# About Kathy Osvath



- CLD faculty since 2015
- Facilitator, Leadership Coach, Curriculum Designer, Lead Faculty for the NOAA Leadership Programs
- Expert in Creative Problem Solving, Decision-Making Skills, and Emotional Intelligence



# About Janet Postier



- CLD faculty since 2015
- Team Facilitator, Developmental Leadership Coach, Faculty Supervisor
- Expert in Creative Problem Solving, Team Development, Vertical Leadership, and Intercultural Leader Development



# How do you approach a challenge?



Adapted from FOURSIGHT



# Different Thinking Styles!

- Must read instructions!
- Travel itinerary is a must
- I trust my gut!
- Hate reading instructions
- Like to be spontaneous
- Where is the proof?



# Webinar Outcomes

- Gain self awareness about your thinking preferences when problem solving
- Better understand the preferences of others
- Leverage those differences to achieve inclusive team collaboration



# Know Your Mind



Adapted from FOURSIGHT





# The 4-Step Creative Process



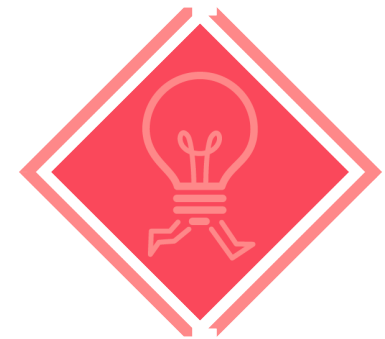
Clarify the  
Challenge



Generate  
Ideas



Develop  
Solutions



Implement  
Plans

Adapted from FOURSIGHT



# FourSight Preferences

Clarifiers need access to facts, information, proof.

Ideators want to give ideas and see the big picture.

Developers require time to evaluate and optimize.

Implementers seeks ways to take action.



Adapted from FOURSIGHT



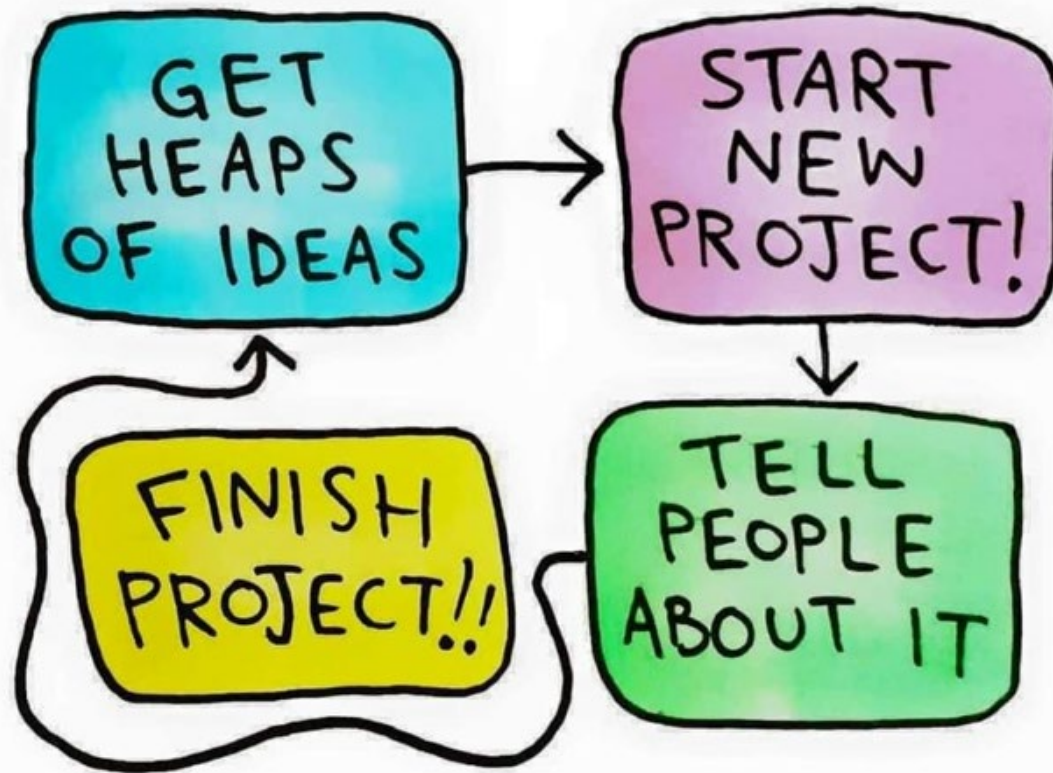
# Clarifiers LOVE Fact Finding



**“Of course we can make fast decisions ...  
once we have considered the 4872 factors.”**



# Ideators LOVE Ideating





# Developers LOVE Perfecting





# Implementers LOVE Getting Things Done

**DO IT**  
**& DO IT NOW...**



# What Sounds Like You?

## Clarifiers want

- Order and facts
- An understanding of history
- Access to information
- Permission to ask questions

## Developers want

- Time and space to consider the options
- A chance to evaluate
- The opportunity to develop ideas and make them better

## Ideators want

- Room to be playful
- Creative thinking time
- Constant stimulation
- Variety and change

## Implementers want

- A sense that others are moving quickly
- A sense of control
- Timely responses
- Action and results



## Clarifiers Want...



- Order and facts
- An understanding of history
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# Ideators Want...



- Room to be playful
- Creative thinking time
- Constant stimulation
- Variety and change



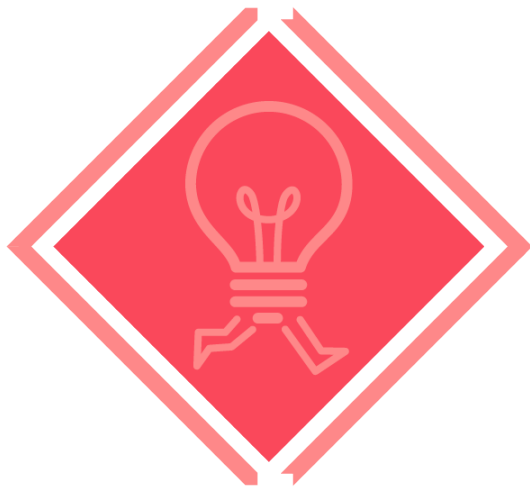
# Developers Want...



- Time and space to consider the options
- A chance to evaluate
- The opportunity to develop ideas and make them better



# Implementers Want...



- A sense that others are moving quickly
- A sense of control
- Timely responses
- Action and results



# Thinking Differently

- Think of someone who thinks differently from you
- Underline characteristics on worksheet or write down phrases that describe that person



# What Sounds Like The Other Person?

## Clarifiers want

- Order and facts
- An understanding of history
- Access to information
- Permission to ask questions

## Developers want

- Time and space to consider the options
- A chance to evaluate
- The opportunity to develop ideas and make them better

## Ideators want

- Room to be playful
- Creative thinking time
- Constant stimulation
- Variety and change

## Implementers want

- A sense that others are moving quickly
- A sense of control
- Timely responses
- Action and results



# Why Do Thinking Styles Matter?

80% of people prefer one of these approaches to solving problems:

- a) Understand the problem or goal
- b) Think of ideas
- c) Make sure the ideas are strong
- d) Get it done!



# Create Conditions for Team Success!

When working in teams, pause and reflect...

- Where are we in the four-step process?
- What worked and what didn't?
- What have we learned?
- Are we fostering the diversity and strengths in our team?



Adapted from FOURSIGHT



# The Secret is... Diverse Thinking Styles on Teams!

- Similar thinking styles PROS...you “get each other”
- Similar thinking styles CONS...may overlook the same steps
- Diversity of thinking styles wins, especially when we appreciate the energy others bring that you don’t



Adapted from FOURSIGHT





# Summary

## The Secret to Inclusive Team Collaboration...

- ✓ Understand different thinking styles
- ✓ Recognize variety of energy highs and lows
- ✓ Appreciate and leverage our differences
- ✓ Build diverse teams



# Questions?





# Feedback

- What is one thing you can take away from today's webinar?
- Are you interested in going deeper and learning more about this topic?



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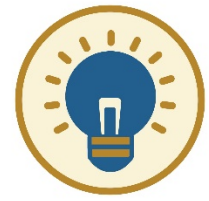
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**Thank you for your participation & service to our nation!**

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