



PI[®] Fridays with Bob

December 3rd, 2010

A/D Conflict

Bob Wilson, Facilitator

A D V **i** S A





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*Our presentation will begin promptly at 9 a.m.
Please dial xxxxxx, enter code xxxxx, then hit # and
your audio PIN. Hit # again to complete the audio
connection.*



A D V I S A



Define Conflict

Webster's Dictionary says:

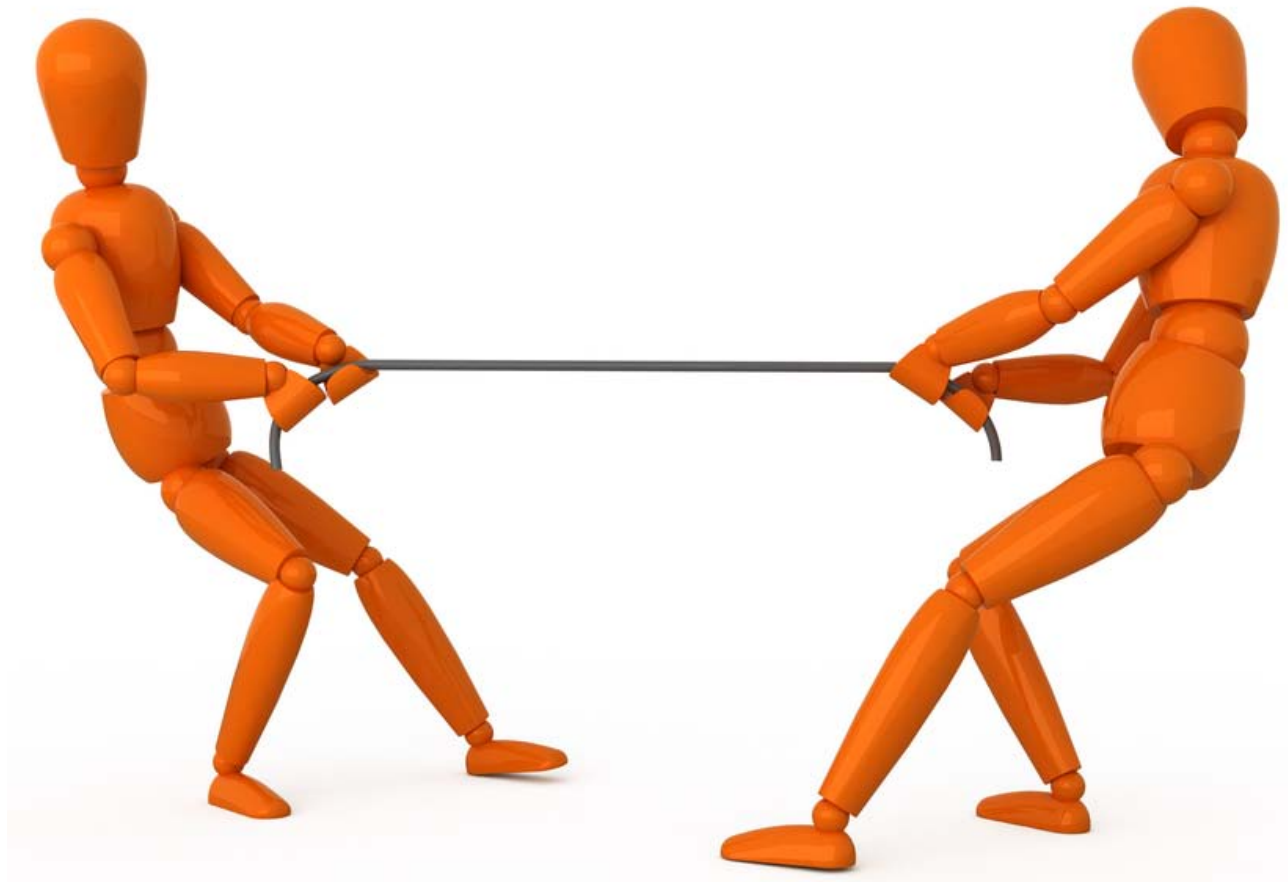
conflict – *to fight, battle, contend; to be antagonistic, incompatible or contradictory; be in opposition; clash*





The task drives High A and High D

A



D



The High A Drive

- Achieve a Goal
- Challenge motivates
- Winning is necessary
- Losing is unacceptable
- Risk
- Strategy
- Results-oriented

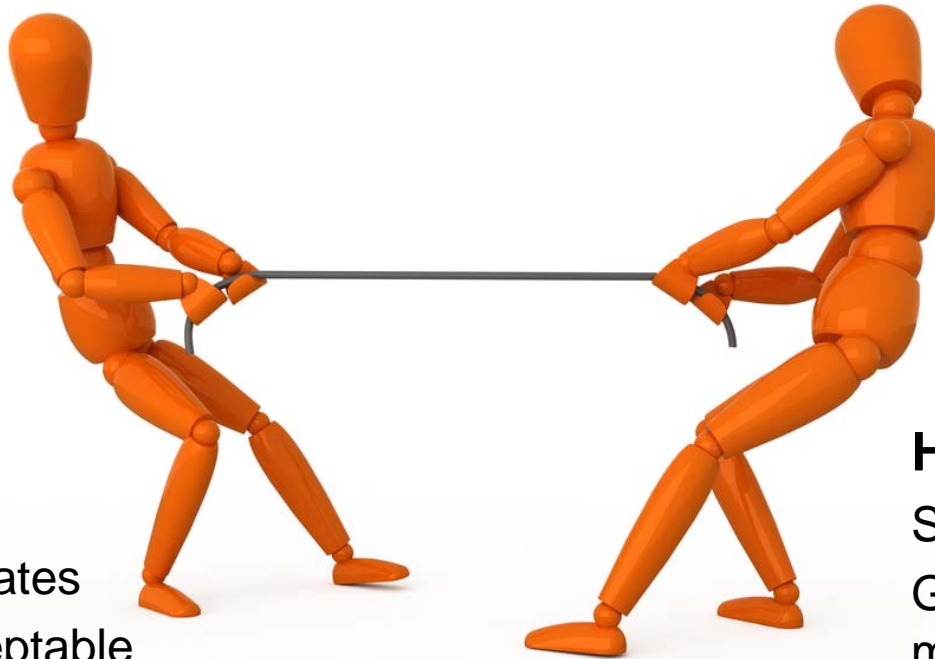


The High D Drive

- Strive for perfection
- Getting things right motivates
- Accuracy is necessary
- Mistakes are unacceptable
- Protect against risk
- Tactics
- Execution-oriented



High A and High D



High A

Achieve a Goal
Challenge motivates
Losing is unacceptable
Risk
Strategy
Results-oriented

High D

Strive for perfection
Getting things “right”
motivates
Mistakes are unacceptable
Protect against risk
Tactics
Execution-oriented



A/D Conflict and Decision-Making

Over-analysis, just the right amount, or quick decisions?



Kenneth Branagh as Hamlet

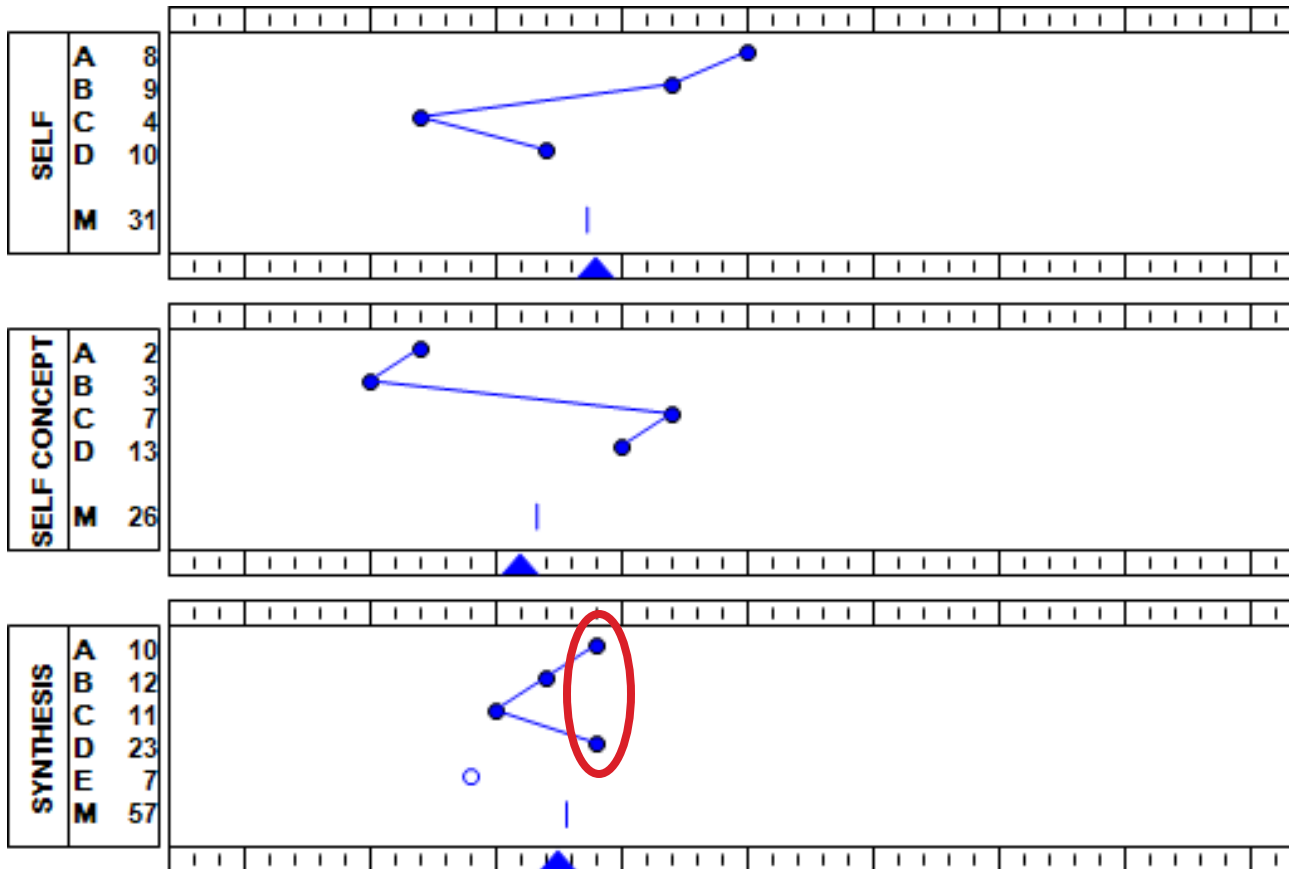


Decisions, decisions



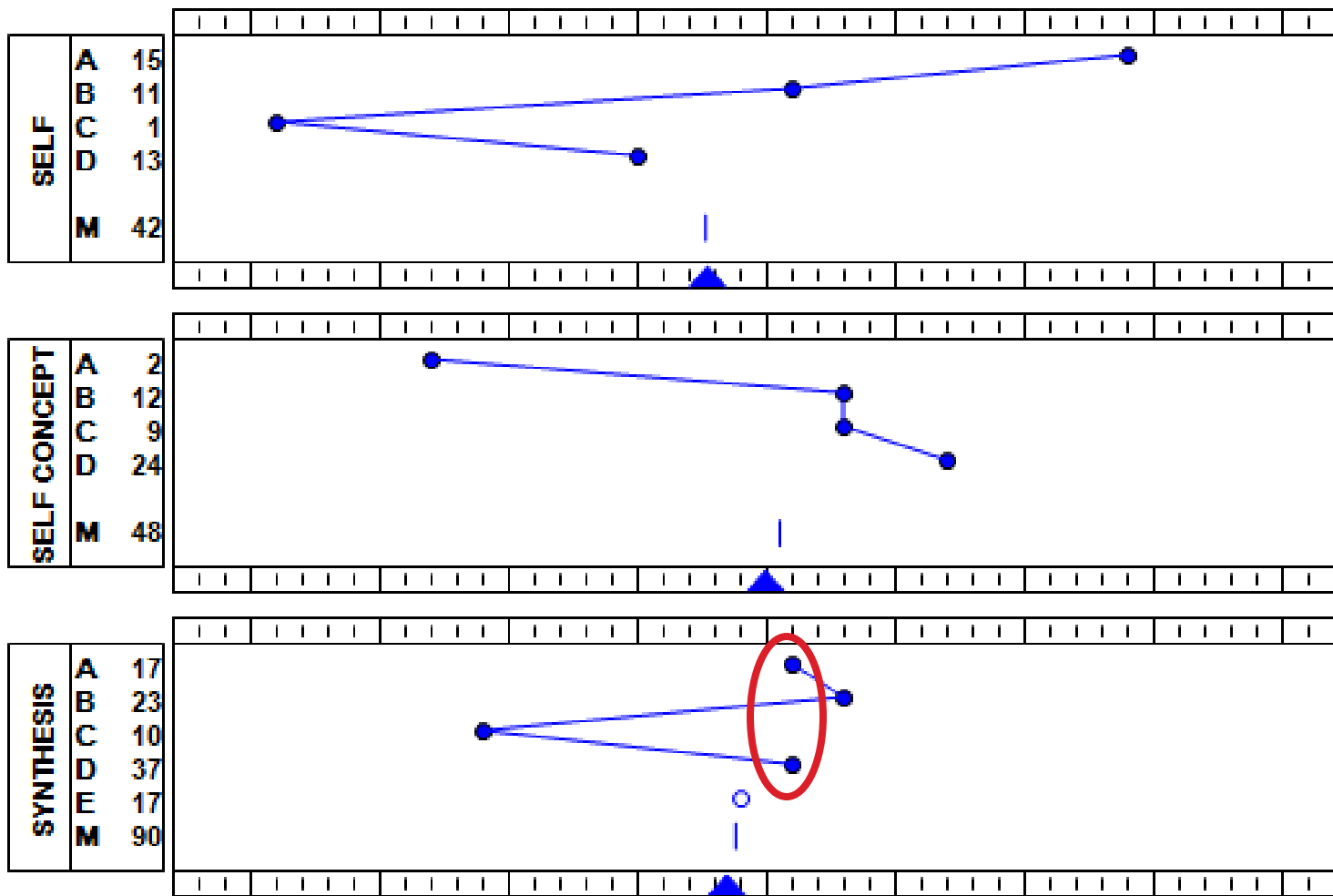


Induced A/D Conflict



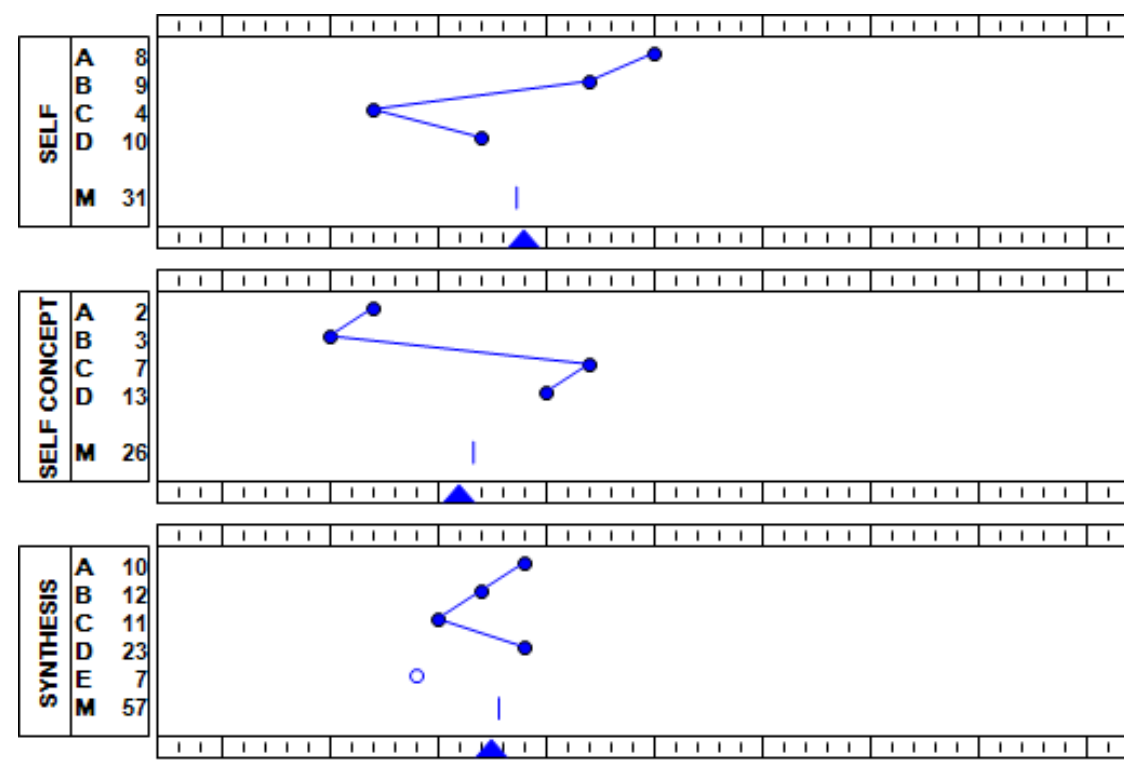


Bob's Profile





Manage Toward Self in Induced A/D Conflict





It's Not Easy Being Green





Questions for Bob





Next Session

January 28th

9 a.m. ET

Topic: **Profiling A Job**

*In the meantime, visit our blog at:
<http://blog.advisausa.com/blog/advisa>*

A D V **i** S A



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