



WHAT EACH PREFERENCE PAIR NEEDS DURING THE TRANSITION

Both preferences need information but in different forms



EXTRAVERSION

- Face to Face Communication
- The time and opportunity to talk about the transition
- Getting involved in the process
- Getting on with it, keeping up the pace



INTROVERSION

- Written communication before meetings
- Time to reflect on the transition
- Opportunity to be asked for their opinion
- Having their concerns recognised and attended to
- The time to assimilate the changes before taking action

Different ways of being presented with the information, different questions about the changes taking place



SENSING

- Data and specific details
- The connections between what's changing and the present situation
- A realistic picture of the future
- Clear guidelines of the expectations, roles and responsibilities for the individual and team



INTUITION

- The 'why' of the Change – the big picture
- A general plan and direction
- The opportunity to contribute their ideas and vision
- The long-term vision of change – 'what will we look like in x years'
- Different options for looking at the transition

Different criteria for supporting or rejecting the changes and different focuses during the transition process



THINKING

- The logic behind the transition
- Clarification on the purpose
- A consistent, reasonable plan for achieving the change
- Demonstrable competence in change leadership
- Fairness to all parties



FEELING

- Recognition of the impact on people
- Clear plans for meeting people's needs during the transition
- Inclusion in the process
- The need for everyone to be valued
- Appreciation and Support

Influences on the kinds of plans they need, how they want to work and how to achieve the end goal



JUDGING

- A clear plan of action
- Defined outcomes
- Clear goals to be achieved
- Milestones and time frames for action
- The need for completion and closure
- No surprises



PERCEIVING

- A relatively open-ended plan
- General parameters
- Flexibility and options
- The opportunity to continue gathering information
- The opportunity for mid-stage corrections
- To be able to have fun during the process