# **Getting to Know the StandOut Roles**



Now that you've taken the StandOut Assessment,\* your results tell you, in order, all nine StandOut Roles and which ones you most naturally gravitate toward (your Top 2). Based on these results, the Roles attributed to you describe your greatest natural value to any team and how others experience you at your best.

Although StandOut helps you focus on your own Top 2, you'll probably want to know a little bit about all 9 Roles. First, because you play all 9 of them at least some of the time (check out "Your Other Roles" in your StandOut Report to see your own unique breakdown). And second, because knowing other people's Roles can help you work better with them. This reference guide will give you some quick and easy ways to connect with others based on their Roles. Consider it your **StandOut "cheat sheet."** 

\*Haven't taken the StandOut Assessment yet? **Take it <u>here</u> for free!**It only takes a few minutes, and you'll receive your full report instantly.

#### What:

A "cheat sheet" to understand all 9 Roles of the StandOut Assessment

#### For:

Anyone who wants a quick reference sheet to help work with people based on their StandOut results





#### Advisors Are...

Practical, concrete thinkers at their most powerful when reacting to and solving other people's problems.





### Advisors Are Not Necessarily...

Consultants or managers, or experts in all things at all times. But they value expertise, respect it, and try to build it.

#### Their Go-To Move

"Let's break this down and see what's really going on."



#### ADVISORS ASK:

"What is the best thing to do?"



#### **Spark Their Interest**

Say, "I have a problem, and I could use your help."

### Ask Advisors for Help When...

You need someone to identify specific, concrete steps that will get something done.





#### **Handle with Care**

Don't ask Advisors to go into maintenance mode — it may bore them. Frame your requests as new problems that need solving.

#### **GET TO KNOW CONNECTORS**



#### Connectors Are...

Multipliers, always trying to bring two things (people, ideas) together to make things better than they are now.





### Connectors Are Not Necessarily...

Always connecting *people*. Some are the hub in a social wheel, but others are more drawn to connecting ideas or concepts.



"Wouldn't it be great if...?" — exploring the possibilities.



#### CONNECTORS ASK:

"What or whom can I connect?"



### **Spark Their Interest**

Say, "What else do we need to consider? How can we 'plus' this idea?"

### Ask Connectors for Help When...

You need resourcefulness — they will be able to identify a person or an idea to help solve any situation.





#### Handle with Care

Don't try to narrow things down too early with Connectors. Asking them to jump right to execution without a chance to explore may make them uncomfortable.

#### **GET TO KNOW CREATORS**



#### Creators Are...

Devoted to making sense of the world, pulling it apart, seeing a better configuration, and creating it.





### Creators Are Not Necessarily...

Artists, or working in a "creative" field. They can use their analytical approach to their advantage in any profession.

#### Their Go-To Move

"Give me a bit of time to analyze this and process, and I'll come back to you with a concept."



#### CREATORS ASK:

"What do I understand?"



### **Spark Their Interest**

Say, "This is complex. I could use some help figuring it out."

### Ask Creators for Help When...

You need to understand the patterns or the "why" and develop a clear explanation.





#### **Handle with Care**

If you want the best results from Creators, avoid putting them on the spot to improvise. Give them time (and space, often on their own) to analyze and think.





Level-headed people who want the world to be in balance, logically and ethically.





## Equalizers Are Not Necessarily...

Obsessed with putting everything in order. They just see clearly what the options are and the distinctions between them.

### **Their Go-To Move**

"On the other hand, to be fair..."



### EQUALIZERS ASK:

"What is the *right* thing to do?"



#### **Spark Their Interest**

Say, "What aren't we considering here?"

### Ask Equalizers for Help When...

You need someone to candidly and truthfully explore the implications of an idea or a plan, so you can consider it with clear eyes.



### Handle with Care

Equalizers are trying to help you see the differences in the possibilities — if you don't hear them out and deal directly in facts, you might seem reckless to them.

#### **GET TO KNOW INFLUENCERS**



#### Influencers Are...

Eager to get to decision, and wary of the consequences of inaction. For this reason, they champion progress and momentum.





### Influencers Are Not Necessarily...

Social media experts or salespeople. Their persuasiveness can be useful in any number of areas.

Their Go-To Move "Let's cut to the chase."



#### INFLUENCERS ASK:

"How can I move you to act?"



#### **Spark Their Interest**

Say, "I'm spinning my wheels on this."

### Ask Influencers for Help When...

You need to get past a stubborn obstacle, or build momentum.



#### Handle with Care

Don't assume that Influencers' urgency to decide is only to suit their own agendas. Work with them to let their drive help produce win/win outcomes.



#### Pioneers Are...

Optimists, seeing the world as a friendly place where good things can happen.





### Pioneers Are Not Necessarily...

Fascinated by cutting-edge technology. Their focus on what's new can flow in a variety of different directions.

### Their Go-To Move

"Let's try it! What's the worst that can happen?"



## PIONEERS ASK:

"What's new?"



#### **Spark Their Interest**

Ask, "what would we do if we had a blank slate?

### Ask Pioneers for Help When...

You're not sure how to go about doing something you've never done before, and want some outside-the-box ideas.





#### **Handle with Care**

Pioneers are often at their best when they are starting, or doing something new. Avoid framing their work as following procedure or as something people already know how to do.



#### **Providers Are...**

Sensitive to other people's feelings, and compelled to recognize these feelings, give them a voice, and act on them.





### Providers Are Not Necessarily...

Caregivers. They are inclusive, and want to make sure *everyone* is okay, but their definition of "okay" doesn't always focus on material comfort.

### **Their Go-To Move**

"I noticed you were quieter than usual in the meeting... is everything all right?"



## PROVIDERS ASK:

"Is everyone okay?"



#### **Spark Their Interest**

Ask, "how do you feel the team is doing?"

### Ask Providers for Help When...

People feel misunderstood, or in conflict. They are often great at building trust and making people feel heard.





### **Handle with Care**

Providers will find it hard to move forward without considering everyone's needs. Show them that you've thought about people, even when not everyone can be included.



#### Stimulators Are...

The host of other people's emotions. They feel responsible for them, for turning them around, for elevating them.





### Stimulators Are Not Necessarily...

Extroverts. While they tend to focus on the energy of the group, some are content to stay in the background while they light the fuse.

Their Go-To Move "Let's kick this up a notch!"



STIMULATORS ASK:

"How can I raise the energy?"



**Spark Their Interest** 

Ask, "how can we rally the team?"

Ask Stimulators for Help When...

You need a theme, game, or activity to add energy to an event or meeting.





#### Handle with Care

Stimulators are not *perpetual* energy machines. While they need their "show time," they need their "down time," too. The contrast will often be obvious when they need to recharge.



#### Teachers Are...

Thrilled by the potential they see in each person. Their power comes from learning how to unleash it.





### Teachers Are Not Necessarily...

The person in front of the classroom. Their development of people can happen in many different contexts.

Their Go-To Move "Show me how you do it."



#### TEACHERS ASK:

"What can they learn from this?"



#### **Spark Their Interest**

Ask, "What can we learn from our progress so far?"

### Ask Teachers for Help When...

You want to know what past lessons you should apply to a future project.



#### Handle with Care

Make sure you don't rush a Teacher from one thing to the next without some time for reflection. Teachers won't feel comfortable if they don't have a chance to take stock of lessons learned and how to apply them in the future.