

# Smart Strategies Solutions for Workplace Challenges

November 2016



## In This Issue

[Revised T.E.A.M.  
Healing the Wounds of the  
Election Campaign  
Supervising the "M" Style](#)

## Revised Communication Styles Self- Assessment!

We're updating our T.E.A.M. communication styles™ self-assessment and will be running a "beta test" (in December, we hope!) to make sure we get it right. ([Click here](#) for more about this assessment.)

If you would like to get a free self-assessment, all you have to do is let us know and agree to give us some detailed feedback - on both the test (only 12 short questions) and the detailed report you'll receive about your results.

## Greetings!

As 11:11 a.m. on 11/11/16 approached... I thought about the time 98 years ago when at 11 minutes after the 11th hour of the 11th day of the 11th month the great powers of the world sat down to sign a treaty to end all wars. It didn't work.

I feel as if the election campaign has put us through another war. Whatever you think of the outcome, we all need to work hard to rebuild connections in our communities. We can't rely on a president to do that for us. There are many areas of division, but underneath I think there's a lot of common ground if we can only see past the noise. I teach a class on communicating to connect and I've used those lessons to look at healing our country's wounds. Take a look at the article I've drafted on this (see below). I'd really appreciate hearing your feedback; whether you agree, disagree or have something to add. You can reach me at [alan@krsol.com](mailto:alan@krsol.com)

We also have our 5th and final blog in our series on the 7 keys to effective leadership. I hope you find that of interest.

Best wishes for a peaceful and reconnecting holiday season! I know I will find it difficult, but I think it's also essential, so I'm going to keep working at it.

A handwritten signature in blue ink that reads 'Alan'.

Alan Krieger

*As always, would love to hear your [feedback](#) and feel free to forward this to your colleagues.*

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If you're interested, email [Nicole O'Connor](mailto:Nicole.O'Connor) and put "beta test" in the subject line and we'll send you the link when it's ready.

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## Quick Links

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## Shameless Commerce Division

The crazy shopping season is coming up and if you're looking for something nice, inexpensive and a little different, I'd like to direct you to my wife's website - [Spirit Wind Studio](#).

Judith is a poet and photographer and has just published a book of great photography and very accessible poetry. Very down to earth. She also has calendars, note cards and matted nature photos. It's worth a look. [Let me know](#) what you think.

## Contact Us

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# Healing the Wounds of the Election Campaign

**The campaign season was like a war...**

With extensive anger, fear and mistrust. It has torn our country apart. People on one side, could not imagine how intelligent people could choose the other side. We became caricatures to each other.

**What do we do now?**

Many people who "lost" are feeling "we have to act"... but how, without continuing the war? I think action and change has to happen at the community level. I've drawn upon all I've learned in teaching communication, conflict resolution and dealing with difficult people to come up with a strategy that I think might work. It involves engaging the "other" in a constructive fashion and finding common ground to build from. We need to move away from battling to rebuilding.

Please [read the full article](#) and let me know what you think.

## Seven Keys to Effective Leadership Final Part - Supervising the "M" style

This is the final chapter in our blog on how to use the 7 keys to effective leadership with each of the T.E.A.M. styles. Our first article presented the seven keys. Our [T.E.A.M. model](#) of 4 communication styles shows that these seven keys have to be adapted to each of the 4 styles. This article focuses on the M or Mediator style. M's are people people and respond especially well to supervisors who actively demonstrate that they care about them as people. People with the M style like working with others and they like harmony in the workplace. When you supervise someone with a high M score you need to respond to these interests. [Read the full article](#) to find out more.

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You may also reprint any of these articles as long as you include the following in the reprint and send a copy to me at [alan@krsol.com](mailto:alan@krsol.com):

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