



**AWARE:**  
My Intention:

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**SEEK:**  
Information I need:

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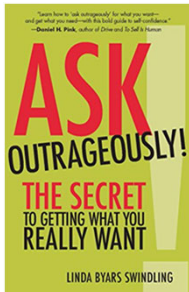
**KNOW:**  
My next best step:

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1

**ASSESSMENT**

(1 - Never 2 - Rarely 3 - Occasionally 4 - Often 5 - Always)



How Well  
Do You  
Ask?

How? 

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What? 

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To Upgrade 

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Currently, when I ask I...	Score	★ ▲
Boldly request what I really want without fear or hesitation. Nothing stops or blocks me from asking.		
Make requests benefiting me with the same passion and confidence as when making requests on behalf of others.		
Know people like and respect me. They trust my motives and know I honor my word. They willingly support our agreement even if I am not present.		
Ask the right person, in the right way, and easily tailor my approach no matter whom I encounter. I am not intimidated by another's title, role, or experience.		
Know my request is appropriate, even if the request is unpopular, untried, or a new concept. I am certain the person I ask has the ability to approve my requests.		
Remain calm and in control despite others' reactions, negative behavior, or responses including no. I am fully prepared to deal with any tricks or unfair tactics.		
Regularly receive results that exceed what I wanted or thought possible. I am completely satisfied with my outcomes and confident I leave nothing on the table.		

2



WHAT?

## Your Superpowers/Strengths

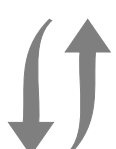


<input type="checkbox"/> Accommodate <input type="checkbox"/> Adapt to Change <input type="checkbox"/> Analyze <input type="checkbox"/> Coach <input type="checkbox"/> Communicate <input type="checkbox"/> Connect with Others <input type="checkbox"/> Contribute to a Team <input type="checkbox"/> Create <input type="checkbox"/> Deliver <input type="checkbox"/> Engage Others <input type="checkbox"/> Explain	<input type="checkbox"/> Facilitate Discussions <input type="checkbox"/> Follow Through <input type="checkbox"/> Influence Others <input type="checkbox"/> Initiate <input type="checkbox"/> Innovate <input type="checkbox"/> Lead <input type="checkbox"/> Leverage Info/Contacts <input type="checkbox"/> Listen <input type="checkbox"/> Make Decisions <input type="checkbox"/> Manage Projects <input type="checkbox"/> Manage Risk	<input type="checkbox"/> Market <input type="checkbox"/> Negotiate <input type="checkbox"/> Organize <input type="checkbox"/> Plan <input type="checkbox"/> Present <input type="checkbox"/> Resolve Conflict <input type="checkbox"/> Set Goals & Strategy <input type="checkbox"/> Solve Problems <input type="checkbox"/> Support Systems <input type="checkbox"/> Troubleshoot <input type="checkbox"/> Technical  <input type="checkbox"/> Others:
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### EXTROVERTED (BOLD)

TASK  
ORIENTED




THINKERS

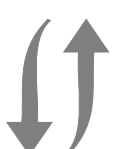
DECIDE



ENGAGE




RELATIONSHIP  
ORIENTED




FEELERS

LEVERAGE



ACCOMMODATE



### INTROVERTED (CAUTIOUS)

My DEAL Style:

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<p><b>DECIDERS</b> <i>Don't chitchat / waste time.</i></p> <ul style="list-style-type: none"> <li>• ASK ABOUT BOTTOM LINE</li> <li>• POLITELY CHALLENGE THINKING</li> <li>• GIVE A FEW CHOICES, LET THEM DECIDE</li> </ul>	<p><b>ENGAGERS</b> <i>Connect before providing details.</i></p> <ul style="list-style-type: none"> <li>• ASK FOR INPUT AND CREATIVE IDEAS</li> <li>• HELP COMMUNICATE/ENGAGE OTHERS</li> <li>• YOU MUST FOLLOW UP</li> </ul>
<p><b>LEVERAGERS</b> <i>Be efficient over engaging.</i></p> <ul style="list-style-type: none"> <li>• ASK ABOUT PROCESS, ATTEMPTS, PRACTICES</li> <li>• ALLOW TIME TO THINK</li> <li>• NEED DETAILS &amp; EVIDENCE</li> </ul>	<p><b>ACCOMMODATORS</b> <i>Relate to people before profits.</i></p> <ul style="list-style-type: none"> <li>• ASK FOR INSIGHTS INTO PERSONALITY</li> <li>• SEEK BEST WAYS TO CONNECT</li> <li>• BE CONSIDERATE &amp; INCLUSIVE</li> </ul>

Their DEAL Style:

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### Opposite DEAL Styles *May* Have Asking Barriers

<p><b>DECIDE</b> <i>May find those who Accommodate:</i></p> <ul style="list-style-type: none"> <li>• WEAK, INDECISIVE, WISHY-WASHY, AND EASILY MANIPULATED</li> </ul>	<p><b>ENGAGE</b> <i>May find those who Leverage:</i></p> <ul style="list-style-type: none"> <li>• DULL, COLORLESS, BORING, TOO SERIOUS, TOO WRAPPED UP IN DETAILS</li> </ul>
<p><b>LEVERAGE</b> <i>May find those who Engage:</i></p> <ul style="list-style-type: none"> <li>• FLIGHTY, SILLY, UNFOCUSED, UNSTABLE, AND UNPREDICTABLE</li> </ul>	<p><b>ACCOMMODATE</b> <i>May find those who Decide:</i></p> <ul style="list-style-type: none"> <li>• INTIMIDATING, PUSHY, MANIPULATIVE, AND CONTROLLING</li> </ul>

**↑ TROUBLE ↓**

Opposite DEAL Preference Asking Barriers:

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Other DEAL Preference Asking Barriers:

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## Reference: Conversation Strategies per DEAL Preference

DEAL preference correlate with commonly recognized styles of communication. Below are general descriptions that identify each DEAL preference plus popular profiles and assessments that relate. Although these profiles don't map precisely to each DEAL preference, each instrument offers extensive coaching and training resources to help you identify your preferred communication style(s) or preferences, and to develop strategies to make requests of others.

DEAL Preference	Neutral Traits	Development Areas	Related Communication Styles
<b>DECIDE</b> When asking remember: • No chit chat, don't waste time • Ask about bottom-line, politely challenge thinking, give a few choices, let them decide	• Extroverted Assertive Serious • Intuitive Thinkers • Task-oriented	Improve asking skills through: • Communication, patience, sensitivity, trusting others Enhance natural strengths in: • Negotiations, influence, risk taking, decision making	• Choleric /Hippocrates • Commander/CORE MAP • ENT/Myers-Briggs • Director/Dominance/DiSC
<b>ENGAGE</b> When asking remember: • Connect before details/facts • Ask for input and creative ideas, will help communicate & engage others, you must follow up	• Extroverted Bold Casual Intuitive Feeling • Relationship-oriented	Improve asking skills through: • Impulse control, planning, internal validation Enhance natural strengths in: • networking, public speaking, multitasking, creativity	• Sanguine/Hippocrates • Entertainer/CORE MAP • ENF/Myers-Briggs • Inducement/Influence/DiSC

*Continued....*

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## Conversation Strategies per DEAL Preference (continued)

DEAL Preference	Neutral Traits	Development Areas	Related Communication Styles
<b>ACCOMMODATE</b> When asking remember: • Relate to people before profit • Ask for insights into personality and best ways to connect. • Be considerate and inclusive.	• Introverted Reserved Casual • Sensing Feelers • Relationship-oriented	Improve asking skills through: • Assertiveness, self-care, independent decision making Enhance natural strengths in: • Mediation, team building, conflict resolution, listening	• Phlegmatic/Hippocrates • Relater/CORE MAP • ISF/Myers-Briggs • Sensors/Supportiveness/DiSC
<b>LEVERAGE</b> When asking remember: • Efficiency over engagement. • Ask about process, attempts, best practices. Allow time to think and reflect. • Need details & evidence.	• Introverted Reserved Serious • Sensing Thinkers • Task-oriented	Improve asking skills through: • Relaxation, flexibility, letting go of perfectionism, emotional intelligence Enhance natural strengths in: • Planning, strategy, project management, organization	• Melancholy/Hippocrates • Organizer/CORE MAP • IST/Myers-Briggs • Compliance/Conscientiousness/DiSC

**NOTE:** Everyone possesses all of these characteristics, though one or two are usually more developed and preferred. Related Communication Styles are used as an example only and do not perfectly correlate. Descriptions originally based on COREMAP® - Modified and used with permission.

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## Be a SMARTASK



By Next MM Meeting

What I Tried

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My Outrageous Asks

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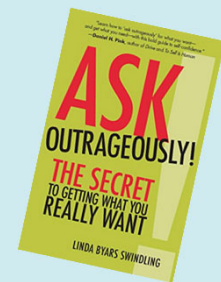
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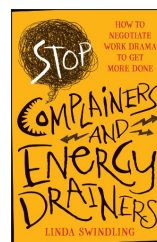
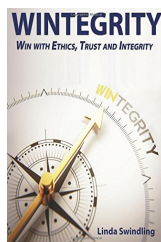
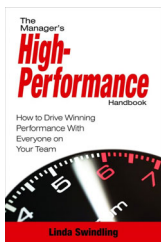


Linda Byars Swindling, JD, CSP

Negotiation speaker, author and expert **Linda Swindling**, empowers leaders to negotiate everything from big deals to workplace drama using proven strategies that drive results without driving others away. Linda learned first-hand how to negotiate from her experiences in the courtroom and the boardroom. A respected mediator and “recovering” attorney, Linda attended Harvard/MIT’s Program on Negotiation. She also spent years advising and coaching CEOs and key executives while a Chair at Vistage. Her engaging programs are based on original research and more than two decades of experience. Chosen as one of the Top 30 Global Gurus in Negotiation, Linda is a frequent media guest and the author of more than 20 books.



For speaking engagements, contact Linda through [www.CrownSpeakers.com](http://www.CrownSpeakers.com).



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