

THE MEDICINE WHEEL



THE MEDICINE WHEEL EXPLANATION OF STYLES

The following explanations are about you when you feel comfortable, competent and things are going well for you:

❖ NORTH: THE WARRIOR

You like to get things done. You are known as someone who has courage and endurance. You enjoy new ideas and challenges, and you will easily take risks. You are in your element when you are in charge--when you can map out plans, and have others carry them out. You are very persuasive and can motivate others with your energy.

❖ SOUTH: THE NURTURER

You are known as a collaborator and team player, and you are at your best when giving support to others. You are known as a warm and friendly person. You are very loyal to your friends and dedicated in your work. You are trusting of others, and you are concerned with fairness, how people feel, and how things are done.

❖ EAST: THE VISIONARY

You are creative, innovative and intuitive. You are a divergent thinker, seeking new connections, and easily bringing ideas or thoughts together to arrive at the big picture. You are driven by your vision--you know what you want, and optimistically go after it, even if it means changing. Your social skills are excellent, and you freely share your feelings with others.

❖ WEST: THE CRITICAL THINKER

You are very analytical and you base your analysis on facts and logic--you are careful, methodical, and deeply introspective. For you to accept a plan or a new idea, it must have a practical payoff. You are pragmatic in dealing with others. You like to look at all angles of a problem before taking action, and you will always have a "fail safe." You are seen as solid, and not easily ruffled.

THE MEDICINE WHEEL EXPLANATION OF STYLES

The following explanations are about you when you are under stress, when you feel uncomfortable, and when things are not going well for you:

❖ NORTH: THE WARRIOR

You want things done your way and you want them now. You have difficulty delegating because you don't think anyone can do it as well as you. You get impatient when the task is not getting done, and in your impatience, you can bulldoze over others. You will fight for your rights and try to get your way, often getting into a "win, lose" battle, while being unwilling to see another perspective. Others may see you as too strong and reactive.

❖ SOUTH: THE NURTURER

You are too worried about what everyone thinks. You can be too trusting, give in too quickly, and take on too much in order to be seen as a good person. You will assume the blame for something even if you weren't responsible, especially if it means there will be no conflict. You are a "rescuer"--saving people even when they don't want to be saved. Others may see you as a pushover.

❖ EAST: THE VISIONARY

You think that your vision will carry you through, and that you need not be bothered with the small stuff--the result is that things often fall between the cracks. You are not good on detail and follow through isn't your strong suit. You may appear impractical and disorganized and you can become overly emotional, even melodramatic. You change your opinion frequently. Others may see you as "flaky".

❖ WEST: THE CRITICAL THINKER

You can be too critical of others and their work. You analyze problems too much, and thus may find it difficult to move to a decision. You often provide too much data, and once you present your position, you may become stubborn and unwilling to move. You often stick to a traditional view rather than accepting a new way, which may be more effective. You don't express your feelings well, and your lack of expression may make you appear cold and indifferent.

NORTH OVERVIEW

KEY WORD: WARRIOR

STRENGTHS

- Assertive, active, decisive
- Likes to be in control of relationship and steer course of events
- Quick to act, expresses sense of urgency for others to act now
- Thinks in terms of "bottom line"
- Enjoys challenge of difficult situations and people
- Likes quick pace and fast track
- Courageous
- Perseveres, not stopped by hearing "NO" probes and presses to get at hidden resistance's
- Likes variety, novelty, new projects
- Likes to be in position of leadership
- Value words, phrases: "Do it now!" "I'll do it!" "What's the bottom line?" "What's stopping us?" "Who's in charge here?"

OVERUSE: STYLE TAKEN TO EXCESS

- Get defensive quickly, argue, try to out-expert you, sometimes based on few facts
- Lose patience; may push for decision before it's time
- See things in terms of black or white, little tolerance for ambiguity
- May go beyond limits, gets impulsive and disregards practical issues
- Not heedful of other's feelings, may be perceived as cold
- Have trouble relinquishing control -- find it hard to delegate
- May get overly autocratic, want things your way, ride roughshod over people in decision-making process

HOW TO WORK WITH A NORTH

- Present your case quickly, clearly, and with enthusiastic confidence
- Let them know how they will be involved-- their payoff
- Talk about the "challenge" of the task
- Provide plenty of autonomy
- When establishing timelines, stick with them
- Give positive public recognition
- Use them in tasks requiring motivation, persuasion, initiative

EAST OVERVIEW

KEY WORD: VISIONARY

STRENGTHS

- Visionary who sees the big picture
- Very idea-oriented, with focus on future thought
- Insight into mission and purpose
- Strong spiritual awareness-- attuned to "higher level"
- Like to experiment & explore
- Appreciates a lot of information
- Value word: "option, possibility"

OVERUSE: WHEN TAKEN TO EXCESS

- Has the potential to lose focus on tasks
- Poor follow-through on projects
- Can develop a reputation for lack of dependability
- Can become easily overwhelmed
- Not time-bound, may lose track of time
- Tends to be highly enthusiastic early on, then burn out over the long haul

BEST WAY TO WORK WITH AN EAST

- Show appreciation and enthusiasm for ideas
- Listen and be patient during idea-generation
- Avoid critical judging statements of ideas
- Allow and support divergent thinking
- Provide variety in tasks
- Provide help and supervision checkpoints on details and project follow-through

SOUTH OVERVIEW

KEY WORD: HEALER

STRENGTHS

- Willingness to trust others' statements at face value
- Allows others to feel important in determining the direction of what's happening
- Value-driven regarding all aspects of personal/professional life
- Uses relationships to accomplish tasks; interaction is primary
- Team-player: receptive to others ideas, builds on ideas of others, noncompetitive
- Able to focus on present moment
- Feeling-based, emotions & intuition regarded as "truth"
- Value words: "right, fair"

OVERUSE: WHEN TAKEN TO EXCESS

- Has trouble saying "NO" to requests
- Internalizes difficulty and assumes blame
- Prone to disappointment when relationship is seen as secondary to task
- Easily taken advantage of
- Immersed in present; loses track of time
- Immersed in NOW; may not see long-range view
- Difficulty confronting, difficulty dealing with anger; may be manipulated by anger

HOW TO WORK WITH A SOUTH

- Remember "process" -- attention to what is happening in the relationship feelings between you right now, is of primary importance
- Needs to feel decisions are ethically right --justify decisions around values, ethics, the right thing to do.
- Appeal to relationship between you and this person, this person and others
- Listen hard and allow the expression of feeling and intuition in logical arguments
- Easily steam-rolled, be aware this person may have a hard time saying "NO" to you
- Provide plenty of positive reassurance & likability
- Let the person know you like them personally

WEST OVERVIEW

KEY WORD: CRITICAL THINKER

STRENGTHS

- Weighs all sides of issues
- Uses data analysis and logic to make decisions
- Seen as a practical and thorough individual in task situations
- Careful; thoroughly examines people's needs in situations
- Introspective, self-analytical
- Helpful to others by providing planning and resources
- Moves methodically and follows procedures
- Works well with existing resources -- gets the most out of what has been in the past
- Skilled at finding fatal flaws in an idea or project
- "Objective" is a value-word

OVERUSE

- Can become stubborn and entrenched in position
- Can be indecisive, collect unnecessary data, mired in details, "analysis paralysis"
- Tendency towards watchfulness
- Can remain withdrawn, distanced
- Resists change and emotional pleas
- May appear cold

HOW TO WORK WITH A WEST

- Allow plenty of time for decision-making
- Provide data -- objective facts & figures person can trust
- Don't be put off by critical "NO" statements
- Minimize expression of emotions, use logic when possible
- Appeal to tradition, sense of history, correct procedures