

Bill Holland Culture Guide



Culture Type: Cultivation

PREFERENCES

- exploration, learning, and flexibility
- building on potential and providing opportunities for growth
- more importance placed on personal and professional development than on following rules and controls

WORKING WITH ME

- be flexible and hands-off
- let me explore



Communication Type: Developer

PREFERENCES

- partner with others to determine direction
- collaborate to create plans for achieving goals
- release much control but rely on strong relationships

WORKING WITH ME

- collaborate with me
- offer to/agree to create solutions with me



Personality Type: Adapter

PREFERENCES

- be positive and accommodating
- easily adjust to changing circumstances
- trust others and take input at face value, until proven otherwise

WORKING WITH ME

- give me the pros and cons
- come to me for a balanced perspective

BILL'S TOP VALUES

Risk taking

Let me try risky new things

Creativity

Task me with identifying a new approach

Sharing information freely

Give me the information I need

Taking individual responsibility

Hold me accountable

Adaptability

Ask me to help you quickly shift directions

Being people oriented

Invite me to work with you

Being team oriented

Ask me to rally the team

Being reflective

Ask me to analyze how we did

Being pragmatic

Ask me to develop a practical solution