

ctn change center

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LIFO®-Method

(Allan Katcher and Stuart Atkins)

More than a typology: A method of Strength Management

(LIFO® = Life Orientation)

Nothing worse if a team think and behave all alike!

Of course it is really a great challenge, to have a team of people who are and behave different, who, by definition, could be inconvenient for you. And if you as the manager have succeeded to put together a heterogeneous team, then you still may have another challenge: Your people may still kick up against really integrating people who are different than they are.

In a team of some men aged about 40 years with common background and working already together for quite some years it turned out to be impossible for the team-leader to hire and integrate a young intelligent and very good-looking woman.

Do not be surprised to discover that not everybody likes you with your style and behaviour, the same as you have favourite people. And there are people who do not like you at all, who try to avoid you like the plague. But ... have a look beyond your nose: There are people who really like you and those who do not like you at all. It seems that people prefer to communicate with people who are alike. So nobody misses out the opportunities which could be derived from diversity in a team.

The LIFO®-Philosophy has another provocation for you. Surely you know this saying:
“Treat others as you yourself want to be treated!”

This is, frankly speaking, wrong!

Example: I am a quite extrovert person, I like to discuss, take different perspectives; I like to provoke; I like to take action, try out things. And you, you are more introvert, you like to think things over before you act, you do not like being pushed. So, if I treat you the way I like to be treated, you would not like that at all.

So we need to change the saying into:

“Treat others the way they want to be treated!”

This is a core belief in the LIFO®-Philosophy. So, wouldn't it be better – specifically for you as leaders or salespeople - to see how people are different, discover and appreciate their strengths, and adapt our communication to their style and needs.

This is what is fascinating me most about LIFO®-Method and –Philosophy:

👤👤 Be tolerant

👤👤 See people who are different than you as complement

👤👤 Adapt yourself to the other

👤👤 Discover, appreciate and use appropriately own and others' strengths

👤👤 Avoid exaggeration of your strength; exaggeration turns strengths into weaknesses

The German LIFO®-Agent is Dr. René Bergermaier, LPC (LIFO® Products and Consulting):
www.lifoproducts.de. See also: <http://www.lifo-europe.eu>

For even more information on the LIFO®-Method see:
Reiner Czichos and Allan Katcher, “Learning Dynamics”.