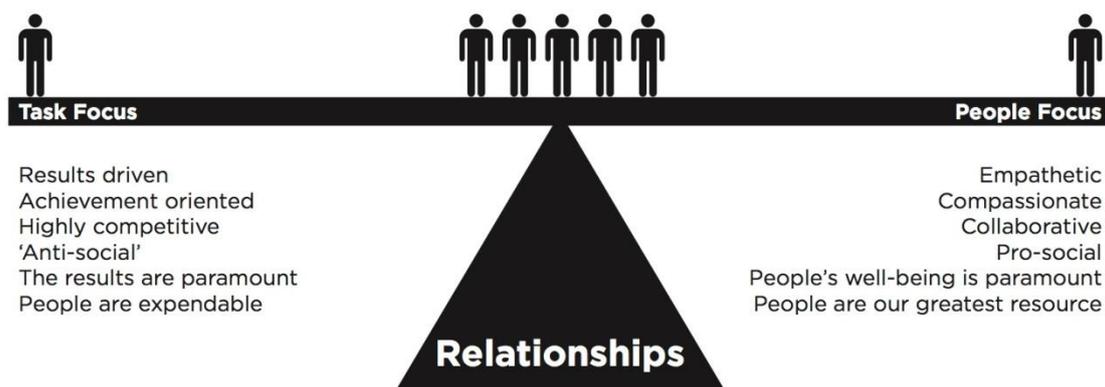


The People/Task Continuum

You may already be familiar with this model. Whether you are aware of it or not, it forms the basis of a number of modern theories around leadership and leadership approaches. It has been recognised that there are significant differences in the way that leaders, (and in fact everybody, not just leaders), consider these two things as far back as the ancient Greeks and Romans. It is the focus that people put on either the task or on people.

People vs Task Focus



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The Exercise

- Put an 'X' on the scale that is your normal set point at work. This is your *position 1*.
- Put a second 'X' on the scale where you are when you are being your absolute best self. This is your *position 2*.
- What do you already notice about the difference in position between the two 'X' points? How is the quality of your relationships with other people affected here, when you are being your best self? How is the quality of your relationship with yourself affected? What insights does this simple exercise give you already?
- Where does your 'X' move to when you are under stress and pressure at work? This is your *position 3*. How are your relationships with your team, your colleagues, your boss and your family and friends affected when you are in position 3? I can guarantee at least two things here: firstly, that your position 3 X won't be in the same place as it is at position 2 when you are being your best self; and secondly, that when you are under stress in position 3, the quality of your relationships with those around you and probably with yourself will be affected, and not in a good way.

What things might you be able to do so that you can get back into your position 1, and ideally, your best-self position 2? There will be actions and strategies that you can put in place which will support you. The best time to do them will be as soon as you notice yourself beginning to move from your position 1.

More resources can be freely downloaded from www.fionabeddoesjones.com

Adapted from Beddoes-Jones, F., (2016). *Divided by Gender, United by Chocolate: Differences in the Boardroom*. Blue Ocean Publishing: Cambridge, UK.