

currencies

1 2 3 4 5

big picture

detail

internal
reference

external
reference

options

procedure

task

people

proactive

reactive

quick processor

reflector

towards

away from

emotion

reason

same

different

self

others

Proactive	Reactive
<p>You tend to be future focused, looking ahead, and like to prevent problems or difficulties arising. You like the thought of stopping difficulties arising, even if you don't always get the credit for such 'invisible' actions.</p>	<p>You like fixing things; you are a problem solver, rather than a problem preventer. There may be a number of reasons for this: it keeps you busy, and you get satisfaction (and recognition) for problem solving. And you get good at it, and may well be rewarded for it. There's even a possibility that you want problems to occur...just so you can play to your strength, and fix them</p>

Big Picture	Detail
<p>Tendency to see the bigger picture; the landscape; to focus on destination and outcomes; less concerned with how to get there, or how it will work; often bored with detail, and may be vulnerable to not paying enough attention to the detail. May be more interested in principles than in practice</p>	<p>Tendency to be interested in detail, and need examples, or evidence or proof. Can seem picky or critical at times, always checking for how things will happen or work – reluctant to trust a big picture unless you can see how it will work in practice</p>

Options	Procedure
<p>You tend to like choice – to be given the opportunity to make your own decisions from an number of options available. You are comfortable with variety, and find following the 'same old, same old' boring (even if it is effective).</p>	<p>You tend to prefer it if there is a procedure, routine or system to follow – either because you're happy to have someone else make that decision, then you implement it, or because it saves you time and worry if you have to decide by working things out for yourself.</p>

Task	People
<p>You are mainly focused on tasks at work (or even at home); things need to be done; activities need to be undertaken. At the extreme, people are simply resources that should be expected to get on with it – and leave their feelings, personality, preferences, at the door. People are essentially means to an end: the end is successful task completion</p>	<p>You are people-centred. You like people, and like them liking you. You want to build good relationships at work, and will invest heavily in building those relationships – even if sometimes, it conflicts with getting the job done. So for example, you may be unhelpfully lenient towards a poor performer who is a lovely person and a good friend</p>

Towards	Away from
You are motivated by something in the future that you want, and so want to move towards it. A vision, a destination, a new and better job – anything that appeals and needs you to start to move in that direction as your primary motivator	You are primarily motivated to get away from the current situation that you find unhelpful or problematic. Where you end up is less of a concern: at least you will be away from your current situation

Emotion	Reason
Tendency to become emotional when triggered; may over-react emotionally, and then be self-critical for doing so. May be generous, open, wear your heart on your sleeve; may have a romantic streak, and cry easily. Easily moved. Are more in tune with people and proposals that make you feel good, or appeal to your heart rather than your intellect	Want to know the facts, and to have the case proved. Wary of being emotionally involved – feel it is a weakness, rather than a strength; tend to be strongly logical, analytical, and trust the facts and data, rather than your own or others' emotions. A little sceptical if someone tries to play to your feelings and sentiments.

Same	Different
You prefer stability; you are happy in, and often seek, your comfort zone. Life is more predictable, and less uncertain – and less risky. If it's tried and tested, and works, why change it?	You are interested in variety, and change. You are not afraid of uncertainty, or taking risks. You like something new, and are easily bored if things are the same for too long – even if 'the same' actually works

Self	Others
Your first instinct is to think how the situation or decision affects you. If arranging a meeting with someone, you are likely to think first of where and when to suit you. You may pay less attention to how it will affect others	You tend to think first of the impact anything will have on others – particularly those you care about. You are likely to 'put yourself out to put the other person in' – even, at extreme, if doing so is very costly to you.

Quick Processor	Reflector
You only listen to someone else until you are clear about the point they are making; then you want to move on, perhaps by responding to that point. So you may get impatient if they continue by elaborating their point, or 'rambling'; so you may have a tendency to jump in, interrupting them and not letting them finish – which might or might not sit well with whoever was	Reflectors never interrupt. As a reflector, you listen fully and courteously to what someone is saying; then decide if you understand, and want to reply. And if you do, you think carefully about what you want to say, and how you want to say it...by which time another quick processor is likely to have jumped in with their own ideas. So you can easily be, or feel,

talking. But as a quick processor you tend to add energy, and are quick to think of a solution or comment – but not having given it much airtime, your solution or idea might work – but may not be the best

marginalised by quick processors – so although you have something thoughtful and thought through to say, which will be valuable, you don't (as a reflector) find it easy to jump in quickly yourself...

Internal Reference

You tend to look inwards, to yourself, to validate any choice or decision. You trust your own judgements and are relatively confident in your own opinions. You often check out how you feel about something, or how you feel about something, to decide for yourself, rather than follow the herd, or wait to be persuaded by others.

External Reference

You tend to see validation and approval from others – to form an opinion, and to feel more secure in a decision or viewpoint because other people see things that way. You are probably more likely to be swayed and influenced by the opinion of others than by your own views

Other pairings:

The pairings listed above are drawn from NLP Metaprograms. However over time you may identify other preferences that you and your staff may have.

We also provide a blank version of the currencies questionnaire, so that you can one tailored to you and your team by combining those you feel are most relevant from our questionnaire, plus others which you have identified yourself.