

# Jeff Hottinger

Student

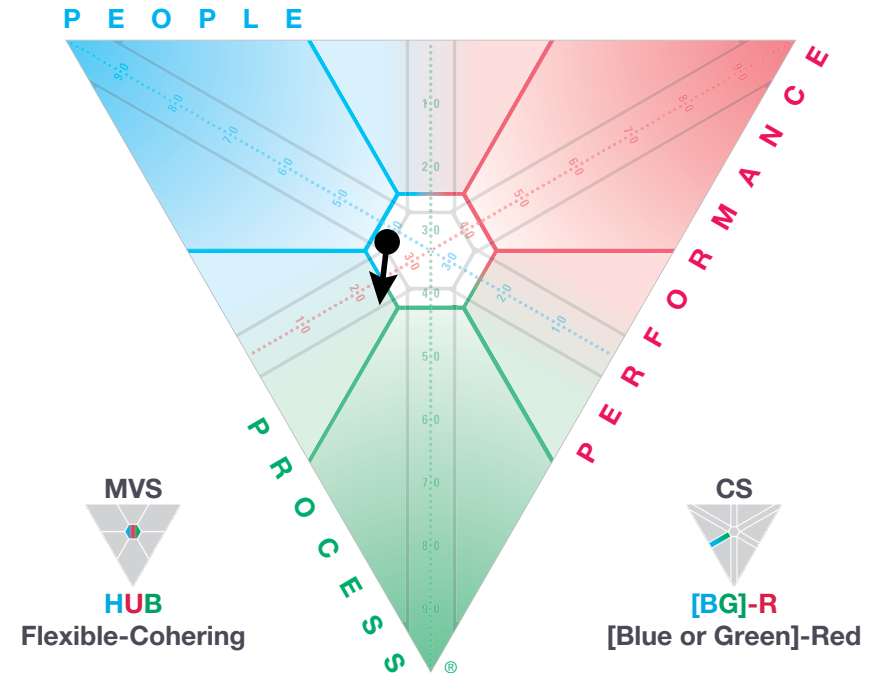


Motivational Value System

I am motivated by flexibility and adapting to others or situations. I have a strong desire to collaborate with others and to remain open to different options and viewpoints.

## Communicating with me:

- Examine the situation from multiple perspectives
- Remain open to new ideas, options, possibilities
- Include other people and recognize their contributions



Conflict Sequence

When faced with conflict, I want to maintain peace and harmony with caution regarding the personal cost of doing so. If that does not work, I may feel compelled to fight, possibly in an explosive manner.

## Communicating with me:

- Depersonalize the problem, reassuring them that the relationship is intact
- Look for reasonable solutions that maintain harmony
- Allow time for consideration, reframing mistakes or problems as learning opportunities