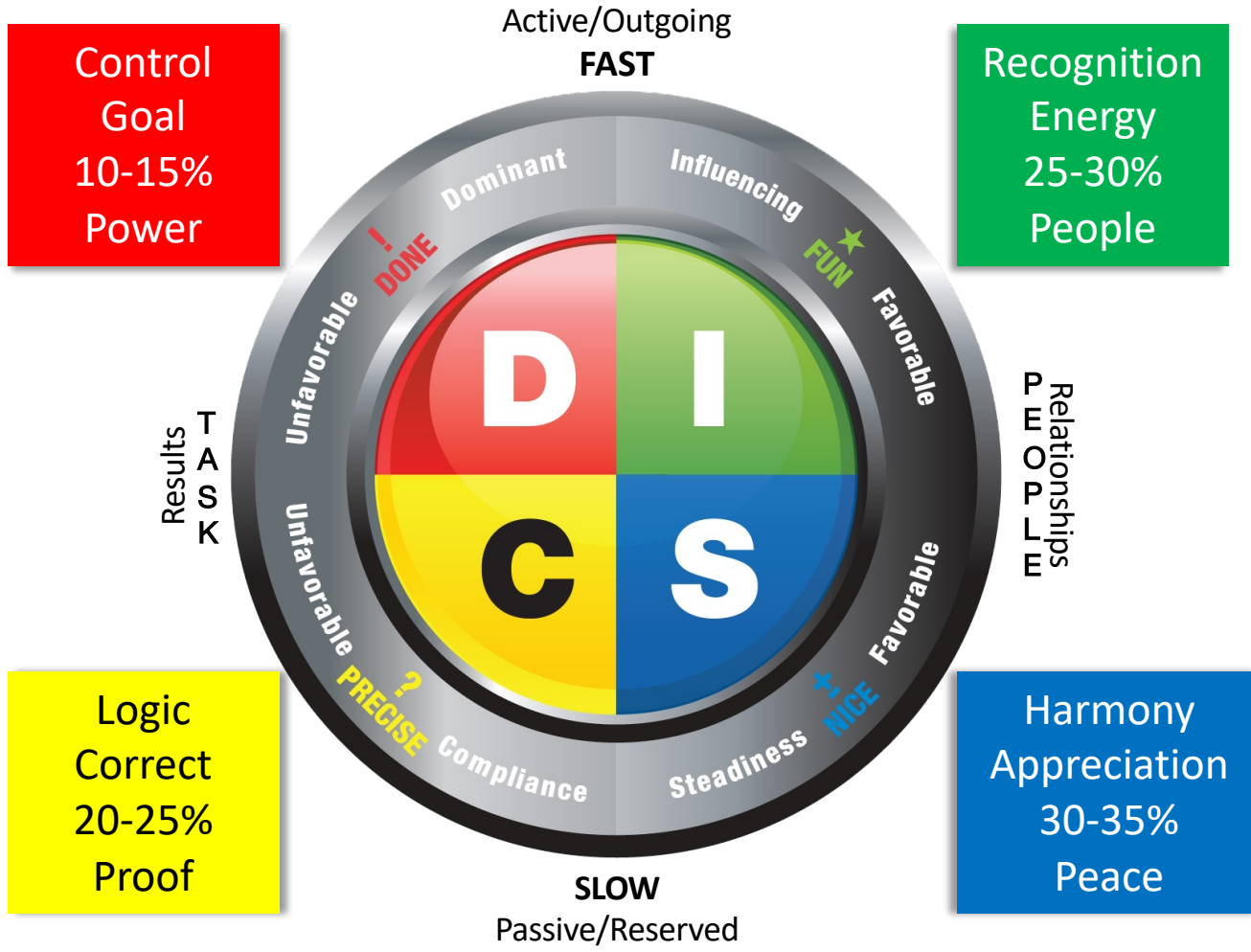


**BRINGING YOUR STRENGTHS TO THE TABLE**  
**WITH A.G. “PETE” HINOJOSA MT, CBPA**  
**DIRECTOR OF THOUGHT LEADERSHIP - INSPERITY**

# EXTINCTION BURSTS





*People don't do things against you, they are normally doing things for themselves*

to meet a **NEED**.

According to their strongest

**Tendency**

**Preference**

**Pattern or**

**Comfort Zone**

# Extinction Bursts



# Strength



**D personality** Get to it – you have one job – light up!



**I personality** You are great, incredible, awesome. I'm excited to see you light up.



**S personality** I am here for you. I appreciate you. Take your time.



**C personality** I know I pressed the call button correctly. Hmm... interesting. I wonder why it's not working?

# Struggle



**D personality** No one has the guts to say it, I'll say it — Light up or light off!



**I personality** 1, 2, 3, 4, come on light open that door – 5, 6, 7, 8, 9, come on light it's time to shine!



**S personality** Whether you light up or not - I'm hear to support you. It's a lot of pressure to just light up on call – I understand.



**C personality** I have been call button pushing my whole life and I know that I used the exact index finger pressure according to NASA, CalTech, and MIT physicist. So why isn't this working?

# Strain



**D personality** I'm going to be straight forward with you here button...I'm going to have to let you go.



**I personality** You are not going to believe this story. There I was, the elevator wasn't working. Pulling from my days as an Eagle Scout I used my swiss army knife to rewire the light and saved the day. I was a hero. People are still talking about it. Just thought I'd share. Best day ever!



**S personality** There seems to be a lot of disharmony and frustration. I'm here for you, I understand how you feel. If you turn on that would be nice, if you don't, then don't worry about it I'll take the stairs.



**C personality** It's definitely an internal issue. I wonder when the last inspection occurred. Somebody better contact the manager and put up an out of order sign. Why didn't someone notice sooner?



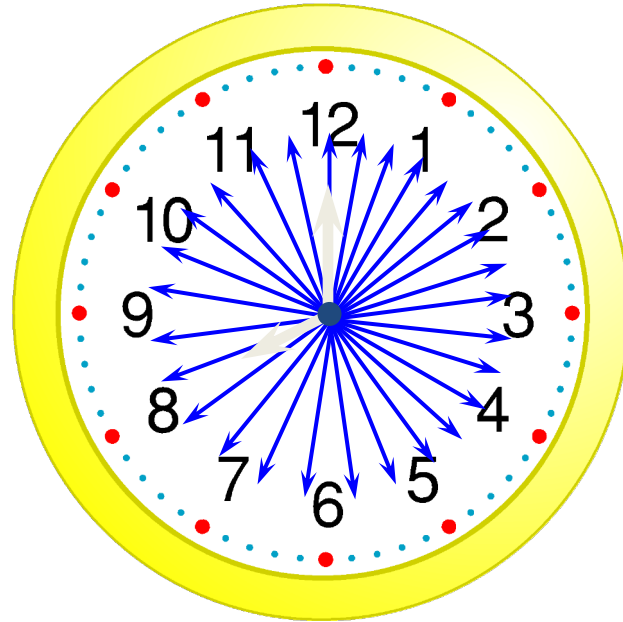
# HOW YOUR STRENGTHS LEAD TO CONFLICT

$$\begin{array}{r} \text{Expectations} \\ \text{Fears} \\ + \text{ Strengths out of control} \\ \hline = \textit{Conflict} \end{array}$$

Unfulfilled expectations tend to energize behavioral fears, which in turn cause a strength to propel out of control, resulting in conflict.

**Expectations** + Fears + Strengths out of Control = Conflict

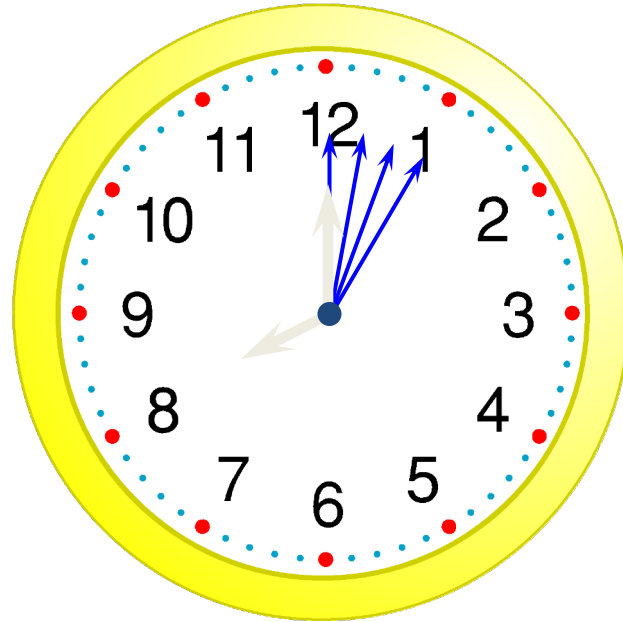
*What does 8 a.m. mean?*



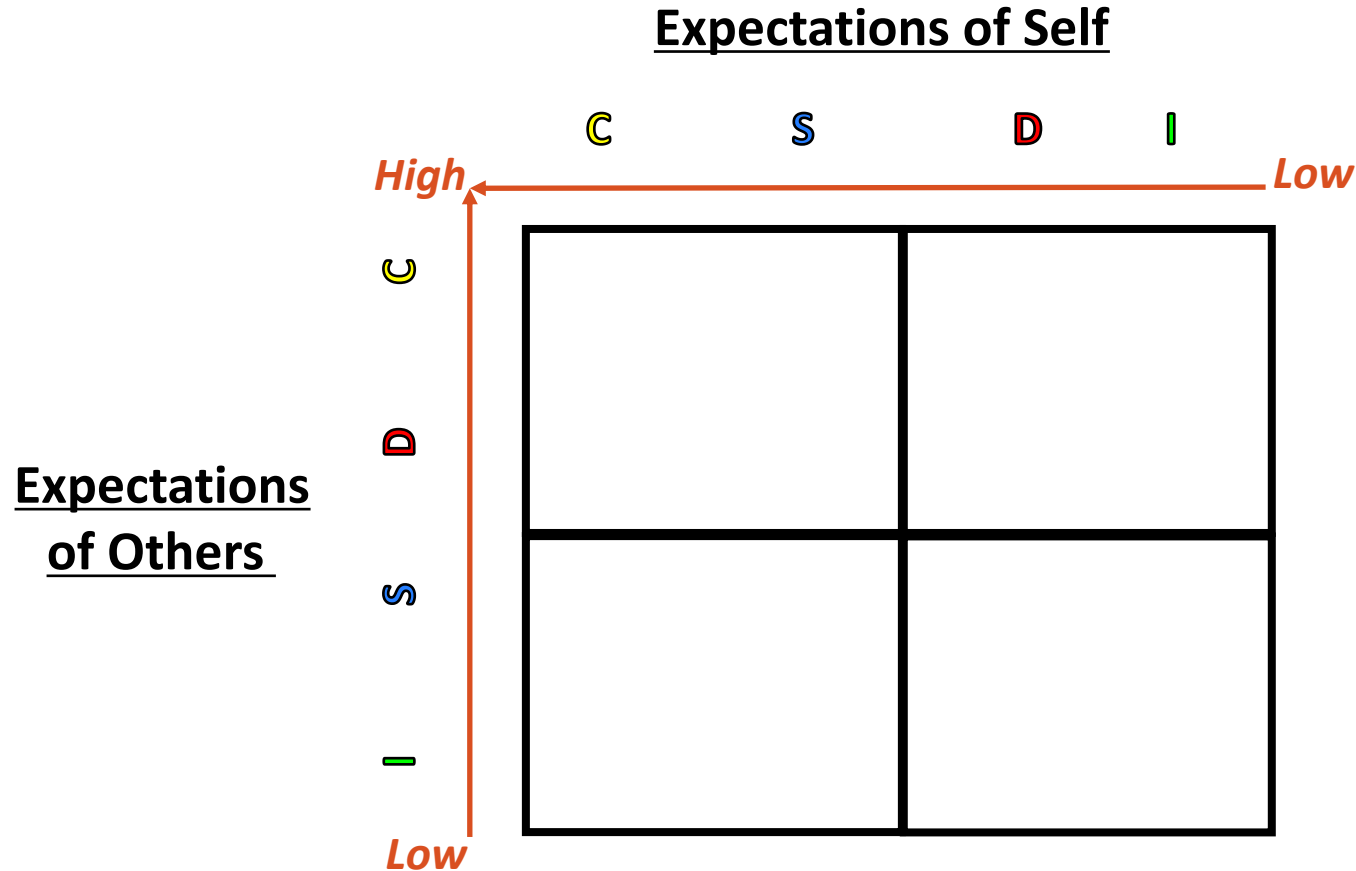
**Expectations** + Fears + Strengths out of Control = Conflict

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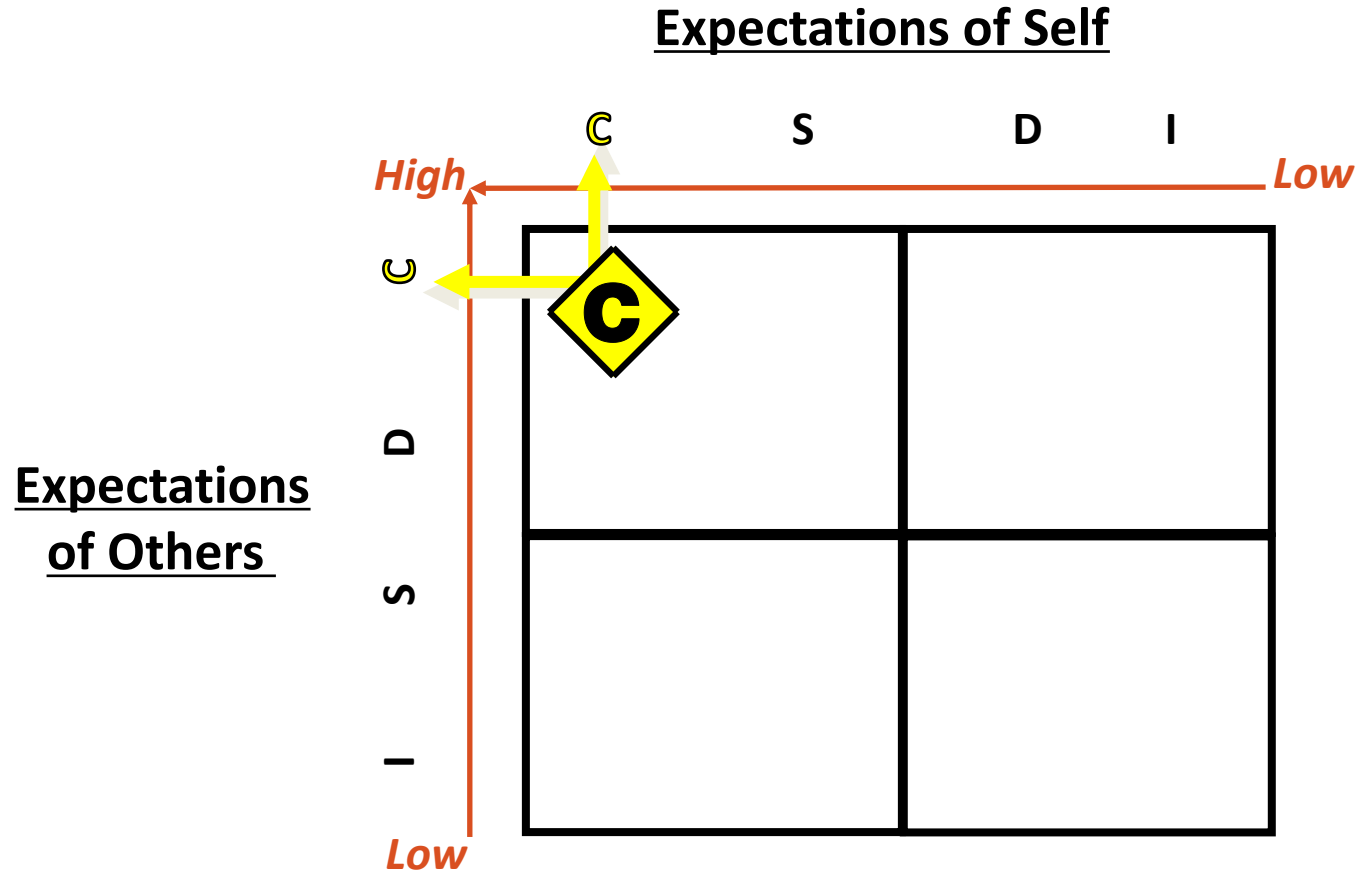
*What does 8 a.m. mean?*



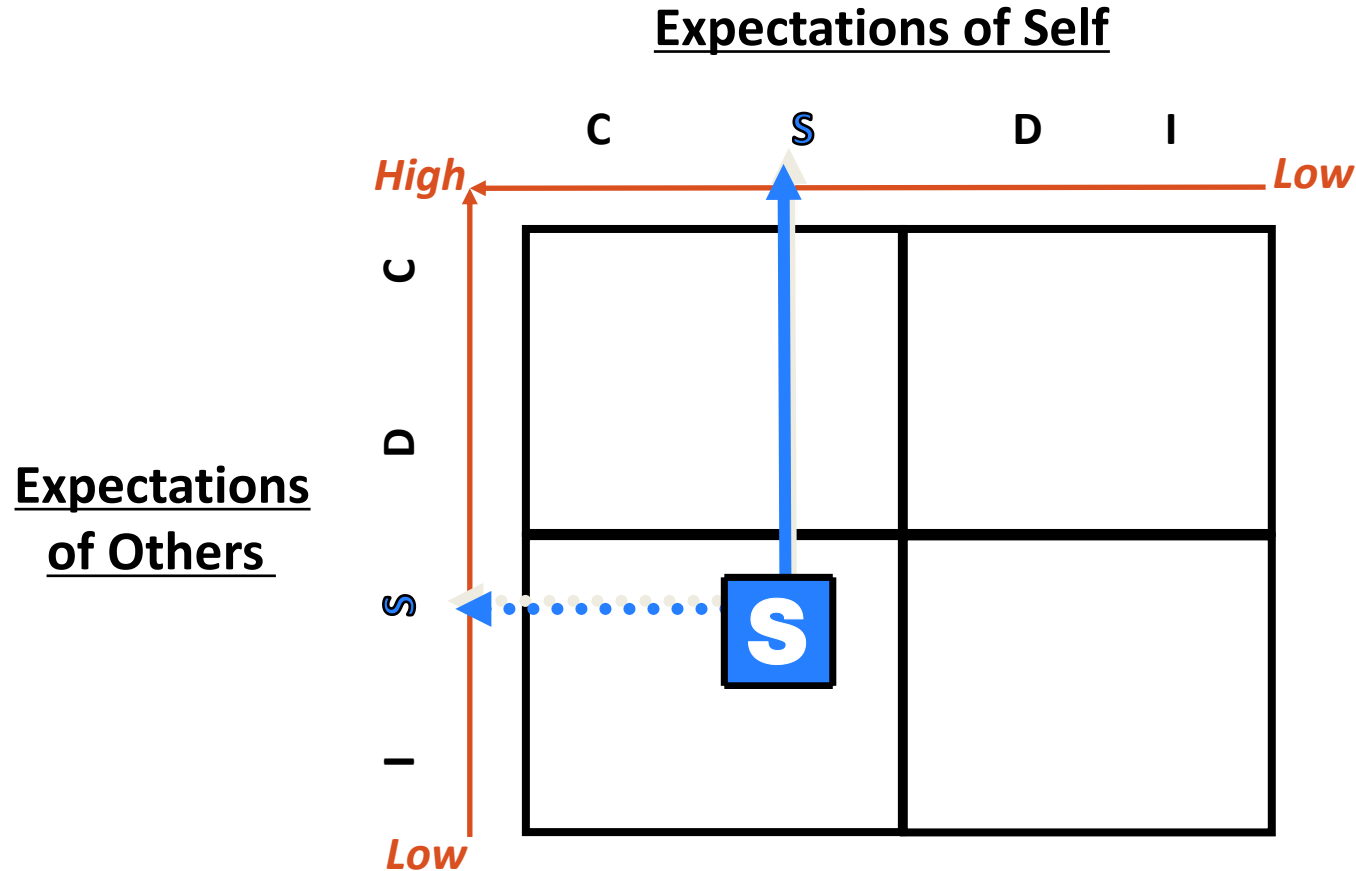
# Expectations + Fears + Strengths out of Control = Conflict



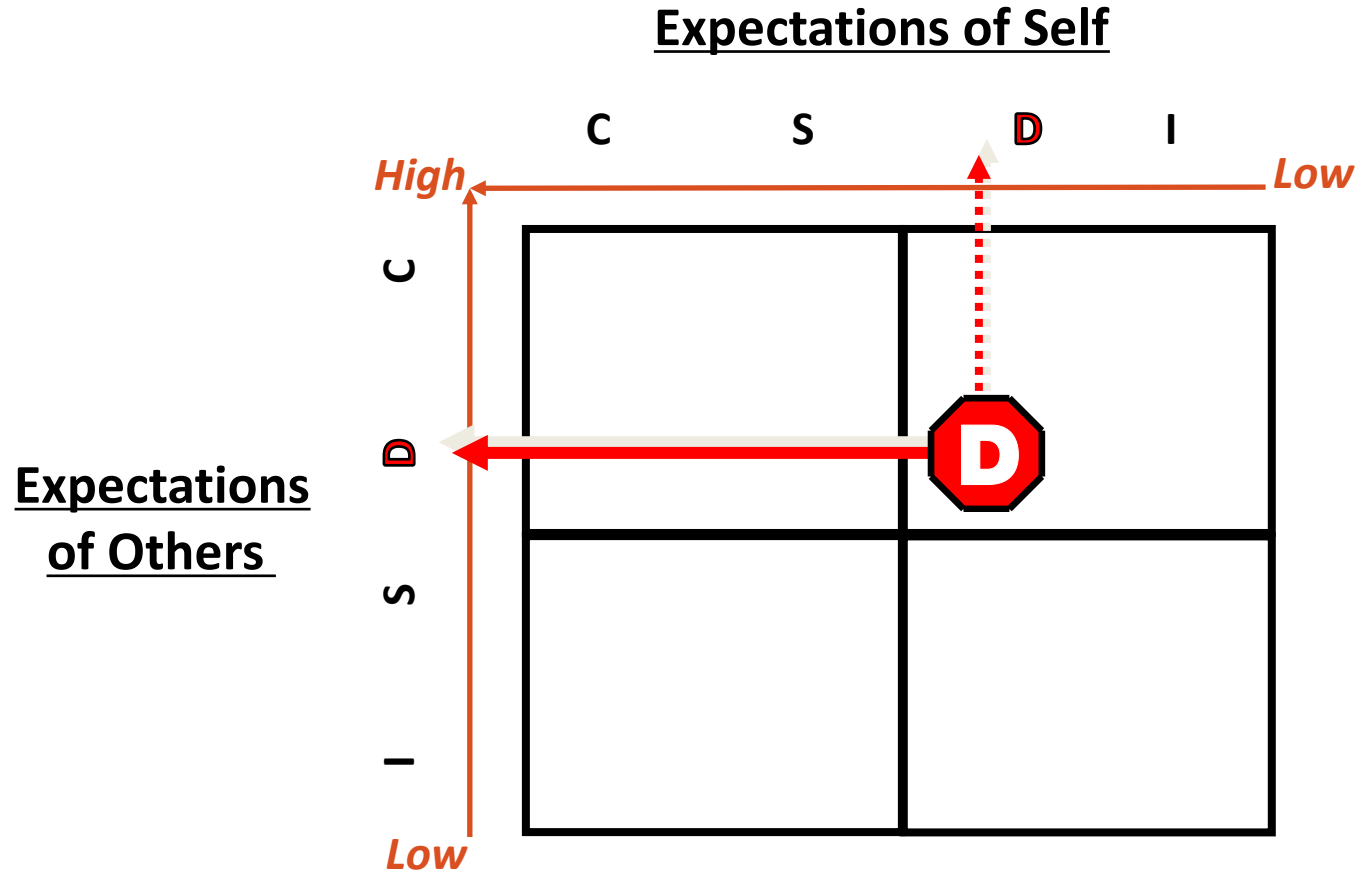
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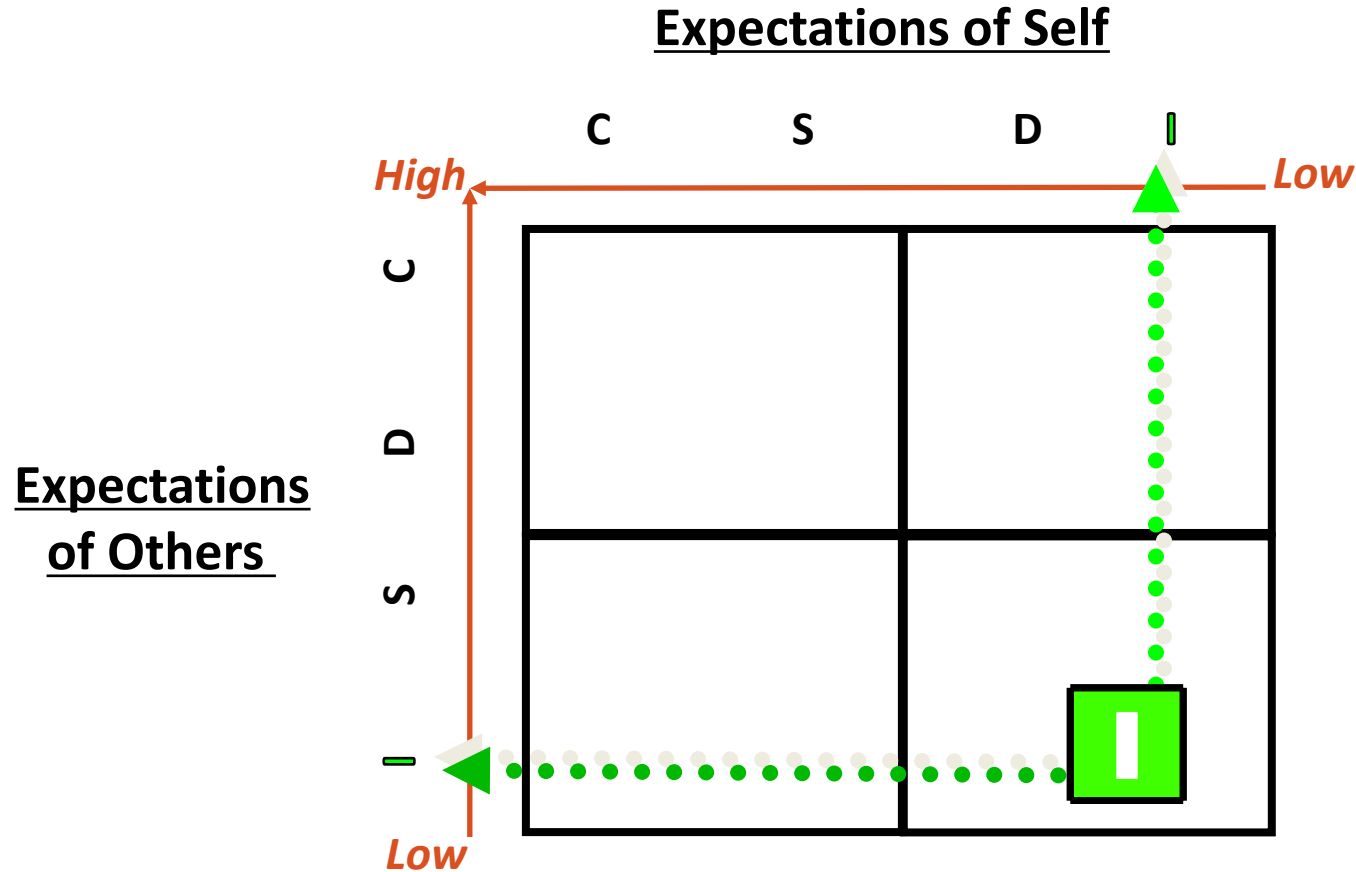
# Expectations + Fears + Strengths out of Control = Conflict



# Expectations + Fears + Strengths out of Control = Conflict

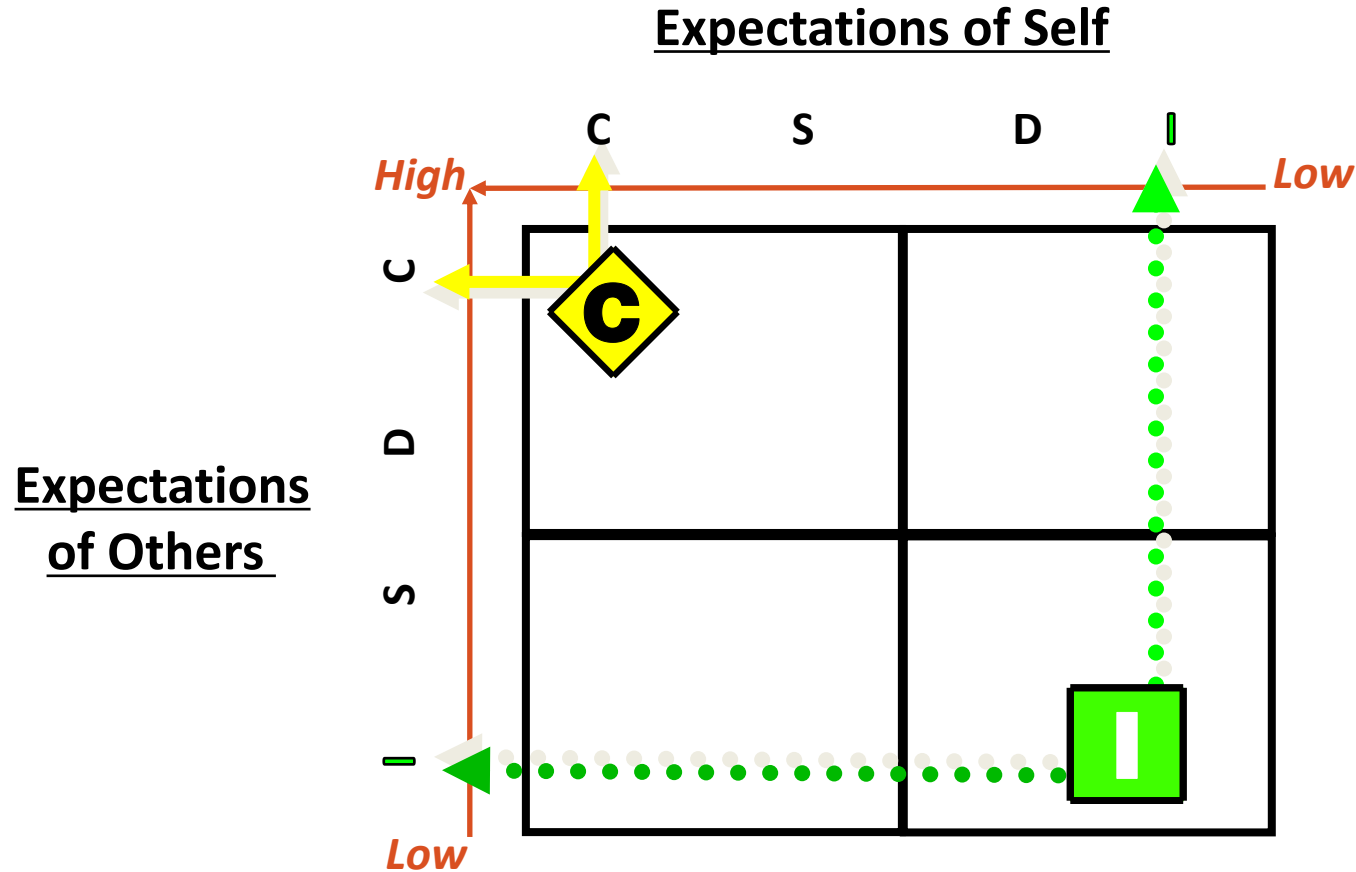


# Expectations + Fears + Strengths out of Control = Conflict





# Expectations + Fears + Strengths out of Control = Conflict



## Twenty Basic Fears

**Fear of risking**

Fear of commitment

**Fear of being unneeded**

Fear of being the victim

**Fear of making the wrong decision**

Fear of lowering your standard

**Fear of failure**

Fear of being perceived as stupid

**Fear of being taken advantage of**

Fear of having to be too focused

Fear of not being liked

**Fear of being rejected**

Fear of not having the answer

**Fear of losing control**

Fear of having to be perfect

**Fear of having to work hard**

Fear of having no one to love

**Fear of embarrassment**

Fear of lack of purpose

**Fear of being alone**

Expectations + Fears + **Strengths out of Control** = Conflict

---

# Campfires and Wildfires



Expectations + Fears + **Strengths out of Control** = Conflict

**D**

## **STRENGTHS**

---

**BOLD**  
**COMPETITIVE**  
**RISK-TAKING**  
**DETERMINED**  
**INDEPENDENT**  
**DECISIVE**  
**ASSERTIVE**  
**PIONEERING**  
**CONFRONTING**

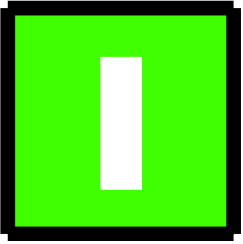
## **STRUGGLES**

---

**ARROGANT**  
**COMBATIVE**  
**RECKLESS**  
**HEADSTRONG**  
**DOMINEERING**  
**TACTLESS**  
**DICTATORIAL**  
**PUSHY**  
**OFFENSIVE**



Expectations + Fears + **Strengths out of Control** = Conflict



## STRENGTHS

---

TRUSTING  
OPTIMISTIC  
CHARMING  
AMUSING  
SOCIAL  
CONVINCING  
SPONTANEOUS  
ENTHUSIASTIC  
RELATIONAL



## STRUGGLES

---

INDISCRIMINATE  
UNREALISTIC  
MANIPULATIVE  
FRIVOLOUS  
FICKLE  
EXAGGERATING  
IMPULSIVE  
GUSHY  
SITUATIONAL



Expectations + Fears + **Strengths out of Control** = Conflict

**S**

## **STRENGTHS**

---

**EVEN-TEMPERED**  
**STABLE**  
**HELPFUL**  
**STEADY**  
**SATISFIED**  
**PEACEFUL**  
**TEAM-ORIENTED**  
**COOPERATIVE**  
**GOOD LISTENER**



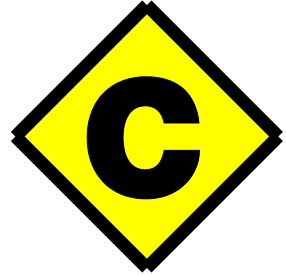
## **STRUGGLES**

---

**COMPLACENT**  
**UNEMOTIONAL**  
**ANXIOUS**  
**DISPASSIONATE**  
**HESITANT**  
**TIMID**  
**DEPENDENT**  
**SPECTATOR**  
**CLOSEMOUTHED**



Expectations + Fears + **Strengths out of Control** = Conflict



## **STRENGTHS**

---

**ORDERLY**  
**PRECISE**  
**CALCULATING**  
**OBSERVANT**  
**SOLITARY**  
**CAUTIOUS**  
**DETAILED**  
**EXACTING**  
**ACCURATE**



## **STRUGGLES**

---

**INFLEXIBLE**  
**PICKY**  
**SCHEMING**  
**NOSY**  
**UNSOCIABLE**  
**DISTRUSTFUL**  
**FIXATED**  
**PERFECTIONIST**  
**FAULTFINDING**



# Expectations + Fears + Strengths out of Control = **Conflict**



**ACT:** Assertive

**EXPECT:** To be in charge / Power

**FEAR:** Being taken advantage of / Losing

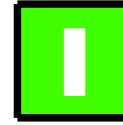
**REACT:** Anger/ Action

**ACT:** Unemotional

**EXPECT:** Correct / Process

**FEAR:** Being wrong / Illogical Act

**REACT:** Criticism/ Suspicion



**ACT:** Persuasive

**EXPECT:** Feel important / Popular

**FEAR:** Rejected or disliked / Conforming

**REACT:** Blame / Emotion

**ACT:** Patient

**EXPECT:** Safe/ Secure, Predictability

**FEAR:** Being asked to change/ Confrontation

**REACT:** Non-participation / Indifference





# FOLLOW US

My code

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**Pete Hinojosa**

Director of Thought Leadership  
at Insperity



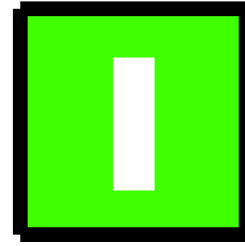
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Expectations + Fears + Strengths out of Control = **Conflict**



**ACT**



**EXPECT**

**FEAR**



**REACT**

