

# OXYGEN WELLNESS BLOCK TRAINING



**STRONGER  
FAMILIES**

## UNDERSTANDING AND BUILDING ON OUR DIFFERENCES

How can we overcome our differences to be a productive team?  
How can we learn to view our differences as opportunities?

## Facilitator Guide

### Pre-Event Check List:

- Make sure everyone has a Wellness training Guide on relational Styles from Stronger Families
- Check your Tech: Computer, Slide Deck, Audio, Music, etc.
- Greet participants as they arrive

### Facilitation Insight:

*Deeper ideas for the Facilitator to consider.*

*EX "After doing this exercise, many couples will need a break from the tension. Sharing a humorous story or a time that you attempted this activity when it didn't go as planned can be a big tension relief!"*

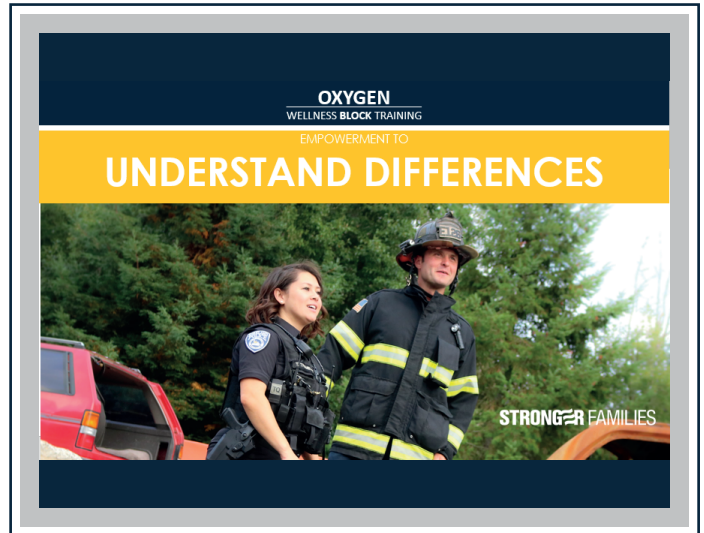
### Instruction:

*Specific instructions for the Facilitator. EX "Advance to the next slide and ask the following question"*

### Script:

"This is language the Facilitator may consider using to make sure all essential elements of the curriculum are covered."

*Put up the Title Slide as the students are arriving. Make sure that you greet them, introduce yourself (if you don't already know them, ask about their day so far, how their shift is going, anything that will begin to form a connection.*



*Display the Heroes At Home Podcast Slide." and include the attached thumbnail image from the slide deck.*





<https://qrco.de/heroesathome>

Heroes At Home Podcast covers a variety of topics from PTS, seen and unseen wounds, navigating the two worlds of job and home, impacts of service on the family, how to have a strong relationships amidst the stress of service, and much more.

Welcome to today's Wellness Block Training. We will be using the Study Guide from the Stronger Families on the topic of Differences. Stronger Families is an organization firmly committed to supporting military and first responder personnel develop healthy relationships on the job and at home. They provide curriculum and instructional resources available through live events like this one, and online. They have recently launched a brand-new podcast entitled Heroes at Home. This podcast addresses many of the issues that face service men and women when it comes to stewarding relationships well while also managing a career in the public service. Scan the QR code to find out more!

*Advance to your family picture slide and briefly introduce your family.  
(optional to form connection with students)*



"No two people are alike. Everyone is unique. The differences between human beings can be subtle or obvious but they are apparent in every relationship. Tall, short, blonde, brunette, introvert, extrovert... there are so many differences and each one can have an impact on how well we work together. Learning to understand our differences is the first step towards in creating healthy and effective engagement on the job. This takes time. It takes practice.

In this class, not only will you learn about some truly effective tools, but you will also practice them. Don't worry! We will not force you to say or do anything you are uncomfortable with; however, you will get out of this what you put into it." "In this Training we will explore the results of your OXYGEN Profile Assessment. This report will help us avoid the trap of viewing the aggravating differences between us and our coworkers as wrong. They are not wrong... just different! Having this perspective is a significant key to transforming how these differences can enhance your relationships in the workplace. The more we can understand what motivates our coworkers, supervisors, even our families the more we can empathize instead of criticize.

For some, knowing what to expect will put their mind at ease and allow them to engage with less anxiety. This is an important part of the process, don't skip it!

*Put up the OXYGEN Profile Assessment Code and Instruction slide (or instruct the participants to retrieve their OXYGEN Profile report if they were able to take it in advance)*

THE OXYGEN PROFILE ASSESSMENT

Take the assessment by going to:  
[www.oxygenprofile.com](http://www.oxygenprofile.com)

Use this respondent link:

"Imagine if each of you were from a different country. To work together effectively, you would have to learn about each other's cultural differences and how to adapt to them. You might even need to learn a new language!

Our personal differences can be understood the same way. The OXYGEN Profile Assessment helps us discover who we really are and what motivates us. It is an easy assessment where what you select can reveal great insights into who you are.

In taking this assessment, you are essentially casting emotional votes for traits belonging to distinct personality temperaments. These temperaments can be grouped into four core personality types found on page 2 of your Study Guide in the OXYGEN Compass: Driven,

*Advance to the DRIVEN profile image and discussion its unique qualities with the group. Continue to advance the slide with each new profile.*



**Driven Profile:** Driven people live by the motto of 'Get er done' and wake up in the morning looking at their to do list and what needs to get checked off the list. For those that live in the world of Driven, they process stress through the lens of tasks and what needs to be accomplished. Unlike, relational partner who will reach out to others during times of stress, Driven is known for driving through the task in order to reach the goal. The challenge in working with Driven people is that they often miss the emotional cues of others. Achievement is the goal and can come at the cost of a harmonious relationship with coworkers. This can be difficult when connecting emotionally is needed and yet their focus is on the project, business, or task at hand.

How many of you identify with Driven?

**Relational Profile:** Relational people are often known as the life of the party. They are the connectors relationally. They love to cheerlead others and have been known to have 25 "best friends." The challenges that can surface when working with a Relational is that they can overcommit to social events, need to talk through their emotions on a daily basis, and avoid conflict at all cost.

How many in the room would raise your hand and say I identify with the Relational profile?

**Steady Profile:** Steady people are often heard singing the melody of Hakuna Matata or they live by the motto of 'Don't worry, be happy.' They are unwavering, loyal, and reliable. They have a keen ability to keep the peace at all cost. They are professional conflict stuffers. What I mean by this, is that when conflict comes up, they will do whatever is necessary to stuff the conflict away and maintain peace in the relationship. This stuffing is often at their own expense of peace and joy, but they wouldn't want it any other way. This also raises a challenge with this personality type. For Steady people, you only have so much space to bury conflict and suppress it in the working relationship. This usually results in what we call emotional vomit. This is when stored up conflict all comes out in very strange and often uncharacteristic ways emotionally.

How many of you would raise your hand and say, I identify with Steady Profile?

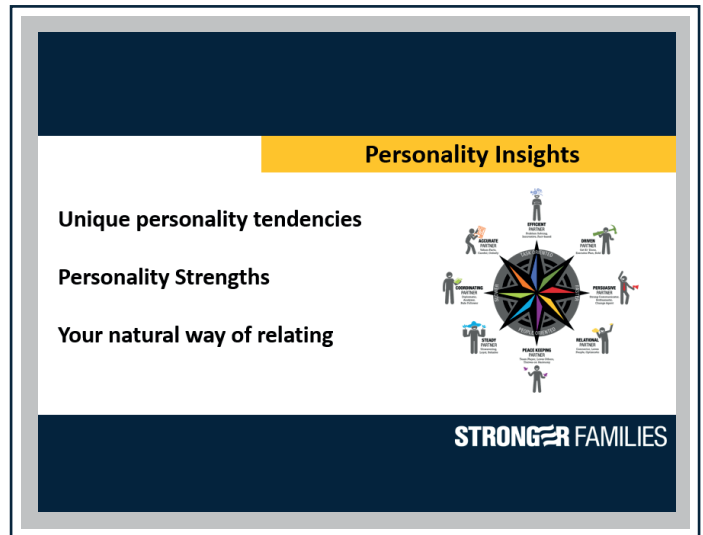
**Accurate Profile:** Accurate profiles are often the creatives, engineers, or detailed oriented individuals. They value facts over feelings, data over dreams, and rarely will make an impulsive decision without careful thought and consideration. For those who are married to or in relationship with someone that is Accurate, it can feel at times like they are critical of what you are doing. They will often share the right way to do something that can come across as demeaning or demanding. The challenge with Accurate is that they don't see these actions as critical or demeaning, but rather as loving and supportive. Many will think they are providing great feedback on how the world should work and the best way to go about getting things done. This can be challenging if you are on the receiving end of their feedback.

How many of you identify with Accurate?

We've covered the 4 core personalities in the OXYGEN Profile Compass, but you might be asking what about the other 4 personalities. What about Persuasive, Peace Keeping, Coordinating, and Efficient. Where do they fit into the compass? They are a combination and blend of the 4 core personalities. There is nothing worse than being pigeonholed to one profile. The combination creates unique and different expressions of the 4 core.

So, I have to ask, how many of you felt as though the assessment got it right? Was anyone surprised by their results?"

Advance to the "Personality Insights" slide.



The Compass is comprised of 62 points of data while the Personality Insights is comprised of 118 thousand points of data. This means that while you and your partner could occupy the same dominant profile on the compass, you will have different Personality Insights. You are unique!

This Narrative about you has 3 paragraphs, made up of general statements unique to your personality tendencies, representing the strengths of your natural way of relating to the world around you. Take a moment and read over this section if you haven't done so already.

How many of you would say the report nailed it? This is 95% accurate to who you think you are.

How many would say it was pretty close? The report is 75-80% accurate.

How many would say this report missed the mark? This isn't you at all.

Most of you found that it is pretty accurate. For those of you who struggle with the results there could be a few reasons.

1) Check with someone who knows you well to see if they feel it describes you. Often, we take on a certain persona while at work or in group settings and it changes the way we perceive ourselves. It's necessary for doing our job or getting through a social function but it is not how we show up in everyday life. A coworker, significant other, or longtime friend is a great sounding board to help us broaden our self-impression.

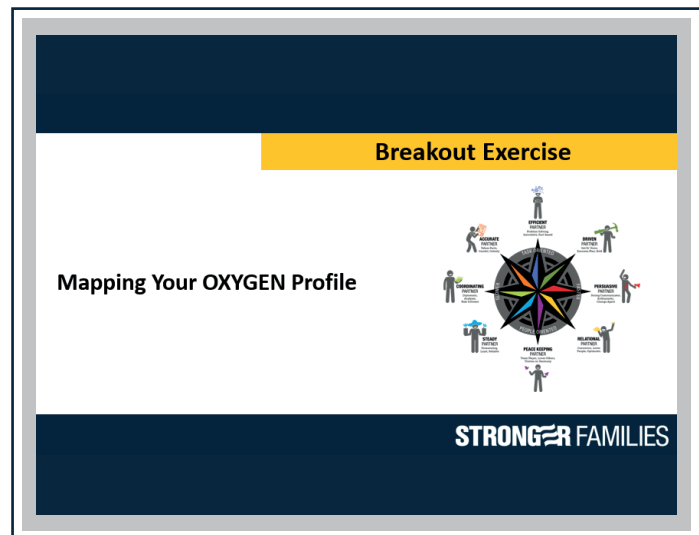
2) Next, if both you and a trusted sound board feel as though the assessment is not accurate, think back to when you took it. Were you focused on something outside of your normal routine? This could factor in.

3) It could be that the assessment just got it wrong. Regardless of the reason, you are more than welcome to take it again. However, for today, let's focus on what does resonate with you. Feel free to cross out anything that you feel doesn't sound like you.

It is important that participants do feel as though they are being forced to identify with results they don't agree with. Your role is not to convince them. It's ok if they feel as though the assessment got it wrong. Your goal is to shift their focus to what the assessment got right! Be prepared to engage individuals who are struggling with this process. They may need some help looking past those areas they don't agree with to focus on the areas that can benefit them in this session.

"In fact, we are all going to take a few minutes and work through our Personality Insights section and identify the statements that resonate the most with us.

*Advance to the Breakout Exercise Slide. Instruct participants to refer to their Personality Insights section of their report and follow the instructions in their Study Guide on page 3. When finished, have participants form groups of 3-4 and share what they identified with the most about their report. Encourage them to ask for feedback from their coworkers to gain additional insights about how they show up on the job. Allow 10-15 minutes for this activity.*



You may consider asking the group to share what they discovered during the BREAKOUT, about themselves and/or their partner. It can be a great way to maximize engagement.

"Welcome back. Stay in your groups for now as we will have another group exercise in a few minutes. Now that you have been able to explore your Personality Insights section, let's consider how this can impact the way you respond, relate, and reinforce those you work with, and how they do the same for you on a daily basis.

The Three Rs get to the heart of how your personality responds when under stress and pressure. Think of the three Rs as the cliff notes on how to communicate best with a given personality type. Because we are unique, we often have a preferred way to receive information and communication. Knowing how to respond, relate, and reinforce your coworkers based on their personality is a paradigm shift.

Advance through the 3 R's slides and refer to that section of the Study Guide beginning on page 4. Have students select which suggested ways of relating, responding, and reinforcing resonate with them the most and keep it to themselves for now. Next, instruct the group to choose one member to focus on, known as the Spotlight. The Spotlight will only reveal to the group which profile they are. All other group members will guess as to which suggestions from the 3 R's resonate the most. Take turns until each person in the group has been the Spotlight. Challenge the groups to be observant, ask questions, and take note of any patterns or themes that emerge as their fellow group members submit their guesses. This exercise can reveal how we may be presenting ourselves to others on the job. Give participants about 10 minutes to complete the exercise.

### Driven – 3 R's

**How to Respond to Driven individual**

- Be firm and direct
- Focus on actions and goals
- Caring confrontation may be necessary to get their attention

**How to Relate to Driven individual**

- Be brief and to the point
- Explain "how to achieve goals"
- Allow them time to consider your ideas

**How to Reinforce Driven individual**

- Offer appreciation—this is their greatest need
- Give bottom-line instructions
- Get out of their way

**DRIVEN**  
Get It Done  
Executes Plan, Bold

It can be helpful to share what resonates with you about the 3 Rs for your profile to get students on the right track.

Advance to the "Keys to Motivating" slide.

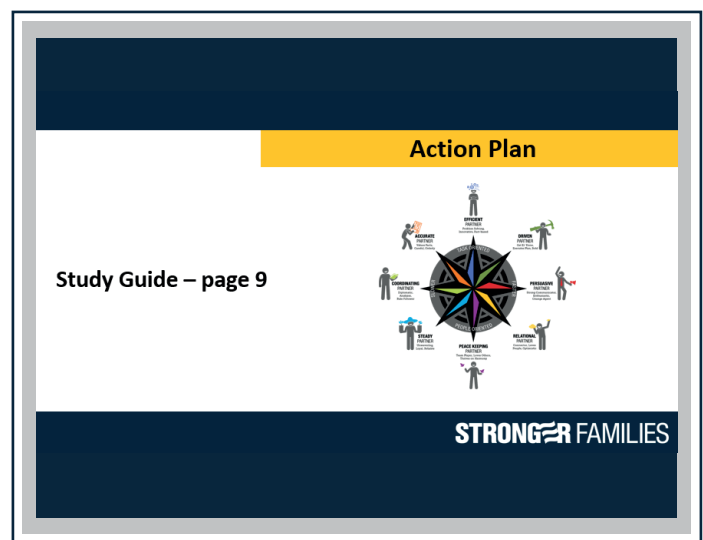
### Keys to Motivating

What motivates YOU?

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"The last section of the OXYGEN Profile assessment we are going to cover today is the Keys to Motivating section. In your report you will see a section that identifies ways that you are motivated. Understanding how you and your coworkers are best motivated will reduce the risk of misunderstandings that can create "hot spots" in your day-to-day interaction. The motivations that populate your report are listed in a bullet point format and will show up as general statements, reflect current and active motivations, and represent goals to reach. These motivations give your team insights into the ways each of you operates best.

*Advance to the Action Plan Slide. Direct students to follow the instruction found in their study guide. Conclude this time by having them return to their groups of 3-4 and share their top motivator as well as a motivational guideline they can create to help their coworkers understand how their motivation works. EX: My top motivator is: Thrives on encouragement. My motivational guideline is: When correcting, suggesting, or critiquing my performance (formally or casually) please include positive reinforcement!*



Sharing a real example or personal story from your engagement with Keys to Motivating is essential. Students will be more inclined to be honest and forthright if they see the value through a practical example.

"Different ways of seeing the world have allowed for great innovations and advancements throughout history. Differences can make us better. Learning how to effectively communicate what makes us unique is not difficult but it does take time to establish as a healthy habit. The same goes for learning how to identify and respond to ways that our coworkers are different from us. This is the first step to creating healthy engagement around our differences on the job.

"This concludes our Wellness Training on Differences. Thank you for your time and attention. For more resources, feel free to reach out to me personally." (include a slide in the deck with your contact info) or go to [www.strongerfamilies.com](http://www.strongerfamilies.com)