Managing Fast-Paced
Team Members

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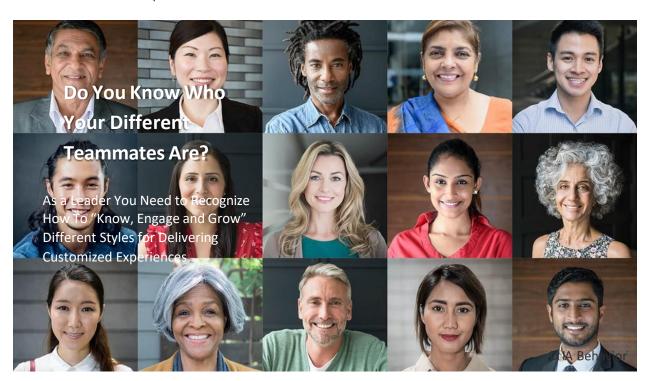
Managing Fast-Paced Team Members

Fast-Paced individuals tend to be agile, able to handle many priorities, alert and embrace challenges. Their impatience is often heightened when the results they chase are blocked with procrastination or blockages they are unable to shift. On a personal level they are impartial and can appear emotionally distant.

Leaders need to be on top of their game to manage a team such as this. Obviously, setting a clear direction and vision is a key starting point. But more importantly understanding the individual unique behaviors and the differences is where the real gold lies. Not everyone in the team will be fast-paced. Understanding the impact each person has on the other team members is what will deliver success. Without in-depth insight, chaos and confusion takes hold.

Importantly, a fast-paced team that is all about delivering results wants to understand what success looks like and their role in delivering it. They are impatient when progress fails to keep on track.

Therefore, as a leader your ability to make fast decisions to move aside blockages is crucial to the fast-paced team.

The answer to managing a fast-paced, or any paced team is unity. People are different. Each has their own individual and unique behaviors.

Do You Know Who Your Different Teammates Are?

As a Leader You Need to Recognize How To "Know, Engage and Grow" Different Styles for Delivering Customized Experiences

Fast-paced teams should communicate frequently to ensure everyone is on the same page. Transformative conversations and exchanges can only happen when each party is aware of their unique behavior and personality.
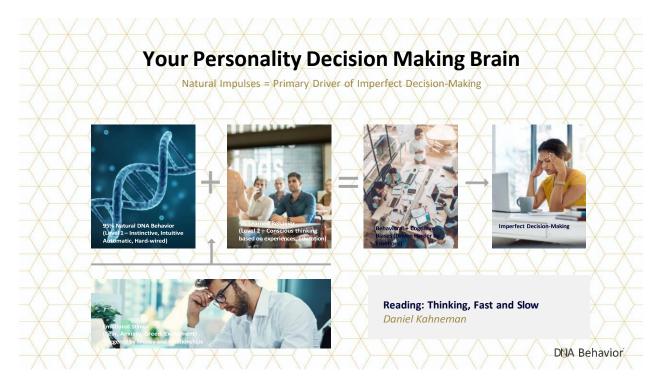
Leaders should be alert to questioning and challenges they will face when fast-paced team members think actions don't make sense. Remember also that a leader who has no in depth understanding of team members could find fast-paced members riding rough shot over less fast-paced individuals. This leads to turmoil, dissent and confusion. There is no successful outcome to a scenario such as this.

Fast-paced team members may miss social cues from other team members and could fail to recognize the impact of their actions on others. As a leader, it is your role to help team members see both the results they can drive, because of their style, as well as potential negative impact on more patient team members, vendors, or customers. In pursuit of delivering results, your fast-paced team could deliver a technically correct but less than ideal customer experience. This is why having a balance of traits and skills on your team is critical to overall success.

Stay Laser-Focused on Behaviors

Projects and priorities can shift frequently. Without a deep grasp of Fast-Paced behavior, leadership can find themselves out of alignment with their people. Consider this, are you, as the team leader, fast-paced? Don't know?

That's your starting point. Get self-awareness and be a much more effective leader. Fast-paced teams need speedy decision making. They won't always get it right, hence the need for the leader to be laser focused on what is needed to drive the business and the team dynamic.

Your Personality Decision Making Brain

Natural Impulses = Primary Driver of Imperfect Decision-Making

95% Natural DNA Behavior
(Level 1 – Instinctive, Intuitive
Automatic, Hard-wired)

5% Learned Behavior
(Level 2 – Conscious thinking
based on experiences, education)

Behavioral + Cognitive
Biases (Driven Harder by
Emotions)

Imperfect Decision-Making

Emotional Stimuli
(Fear, Anxiety, Greed, Excitement)
Triggered by Money and Relationships

Reading: **Thinking, Fast and Slow**
Daniel Kahneman

DNA Behavior

A simple, but effective, way to stay across individual behaviors and to get a clear picture of how fast-paced (and other) behavioral styles function, is through the use and application of a validated behavioral profiling system such as the DNA Natural Discovery process.

Once you've picked this tool, become a champion of it and ensure that your team uses it to its fullest advantage.

DNA Behavior®

In Depth Insight at Your Fingertips

You don't need a university degree to understand the discoveries because they can be delivered in real time to your hand held or tabletop device.

In just 10 minutes, you can access your team's behaviors (and they to yours and each other's).

1. Powerful behavioral discovery methodology and reporting of insights:
   - Unparalleled depth and reliability of psychometric validation for 64 core behavioral traits and 4 communication styles
   - A cutting-edge and holistic set of 4000 behavioral insights addressing risk, spending and goal drive behaviors
2. Flexible technology powering scalability:
   - Digital solutions for practical delivery and actionable use in real-time across every employee and client
   - Unique online processes for matching employees, clients, goals, and solutions using over 1,000 benchmarks,1,000 data points, and real-time events
3. Customization of behavioral management solutions:
   - A wide range of apps delivering personalized information and analysis for individuals, leaders, and consultants
   - Capability to build your own behaviorally powered applications to solve business problems in all industries

To learn more about DNA Behavior International and the solutions we offer, please visit: www.dnabehavior.com

If you have any questions or would like to discuss with an executive on our team, please email us at: inquiries@dnabehavior.com