

Networking By Asking for Advice Spranger Guiding Values

Identifying guiding values is more difficult than identifying behavior styles.
See the Verbal Clues page at the link below.

Remember that you are asking people to *help* you, not to do *for* you.
Start by asking “How would you...?”

Use the word “because” so they understand why you are asking.



Knowledge

Finding evidence to solve problems

Ask how they would...

Do research to find solutions
Identify and organize data
Present their research and findings
Approach others about helping them
solve their problems

Usefulness

Creating the greatest benefit from the least action

Ask how they would...

Identify resources for investment
Reduce waste to protect investments
Accumulate wealth that satisfies desires
Work with others to organize disaster relief
after a crisis

Harmony

Seeking self-fulfilling experiences

Ask how they would...

Create balance in a situation
Create/find fulfilling experiences
Identify uniqueness in an experience
Make connections during an event
for mutual enjoyment of the event

Belief

Living and expressing a moral consciousness

Ask how they would...

Create rituals for celebrations
Bring meaning from the past into the present
Cope during difficult times
Talk about beliefs so other people are willing
to listen

Helping

Showing loyalty to people in need

Ask how they would...

Identify situational factors that create need
Identify steps to change those factors
Ask people what they need & how they need it
Hold people responsible for taking the actions
they can take

Position

Forming alliances for advancement

Ask how they would...

Plan winning strategies for advancement
Fit into a chain of command
Lead others so they want to follow
Approach influential people about
forming mutually beneficial alliances

