In order to actively participate in the Medicine Wheel: Work Style Analysis activity, you must complete the following steps prior to the session on July 24th!

- Print the Medicine Wheel packet.
- Read the Medicine Wheel Overview.
- Complete the Medicine Wheel Style Analysis - carefully read and follow the instructions.
- Circle the largest number in the four columns (Total W, Total N, Total S, or Total E). This will determine your style and the animal associated with that style (Eagle, Bear, Buffalo, or Wolf). Refer to the Medicine Wheel page with graphics.
- You may have two columns with identical largest numbers - that is ok. Out of the two, select the style that you feel best represents you.
- Let TGKV F staff know the animal that represents your style before the session on the 24th. Send an email to communicate the animal at your earliest convenience.
- Bring all pages of the handout packet to the session and be prepared to discuss.
The medicine wheel comes to us from Native American culture. Its purpose is to provide us with an interesting way of looking at individual differences and similarities. This particular presentation of the Medicine Wheel is based on traditions of the Lakota Indian People, interpreted to assist us in understanding how diversity impacts on teamwork.

The Medicine Wheel (the wheel of life) calls in the elements of the natural world which describe four distinct styles of interacting with each other and our work. The major compass directions differentiate the styles, and each has an animal, a color, and a season associated with it.

The Lakota believe that each of us is “born into” one or another of these directions. As each season has a different “feel”, and each animal a different “personality”, the four directions become descriptive of the varied ways in which human beings experience the world and operate in it.

Understanding these differences helps the working relationships we have with others. We begin to see why we experience confusion, discomforts, or frustrations when confronted with persons whose ways of seeing the world and operating in it are different from our own.

Lakota tradition calls us to see the Medicine Wheel as complete only when all four directions are included in group dynamics. If we value all skills and styles as important contributions to a group’s work, we can experience diversity as a strength rather than an impediment.

Source: Barbara Smith. Jobs With Peace
Philadelphia, PA
Each of us handles situations in different ways that are reflective of the way we see ourselves in relation to others and to the world. The words listed below represent a variety of styles. To help you identify a style that most typically defines you, please fill out the horizontal rows as follows:

Read the four words in each horizontal row. Consider which word(s) best describes how you deal with people. If only one word describes you, rate it a “3” and if two words describe you, the one most like you should be rated a “2” and then mark the second trait as a “1” = EACH HORIZONTAL ROW SHOULD ADD UP TO “3”

For example: Zoë is not shy, and likes to talk with everyone; so she gives herself a “3” for outgoing.
Xavier is interesting in data, and even more interested in getting the work done. He scores a “1’ for factual and a “2” for task oriented – for a total of “3”

<table>
<thead>
<tr>
<th></th>
<th>factual</th>
<th>task-oriented</th>
<th>friendly</th>
<th>out-going</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>independent</td>
<td>quick-moving</td>
<td>informal</td>
<td>artistic</td>
</tr>
<tr>
<td>3</td>
<td>logical</td>
<td>efficient</td>
<td>concerned</td>
<td>gregarious</td>
</tr>
<tr>
<td>4</td>
<td>objective</td>
<td>assertive</td>
<td>cooperative</td>
<td>visionary</td>
</tr>
<tr>
<td>5</td>
<td>thorough</td>
<td>achiever</td>
<td>fair</td>
<td>lively</td>
</tr>
<tr>
<td>6</td>
<td>analytical</td>
<td>impatient</td>
<td>sensitive</td>
<td>futuristic</td>
</tr>
<tr>
<td>7</td>
<td>reserved</td>
<td>winner</td>
<td>warm</td>
<td>proactive</td>
</tr>
<tr>
<td>8</td>
<td>cautious</td>
<td>focused</td>
<td>nurturing</td>
<td>enthusiastic</td>
</tr>
<tr>
<td>9</td>
<td>sensible</td>
<td>competitive</td>
<td>people-centered</td>
<td>fun-loving</td>
</tr>
<tr>
<td>10</td>
<td>questioning</td>
<td>impatient</td>
<td>giving</td>
<td>impetuous</td>
</tr>
<tr>
<td>11</td>
<td>calm, cool</td>
<td>busy</td>
<td>patient</td>
<td>colorful</td>
</tr>
</tbody>
</table>

___ TOTAL (W)  ___ TOTAL (N)  ___ TOTAL (S)  ___ TOTAL (E)

The columns with the highest scores represent the style that you use most often in your interactions with others and the world. Each column is associated with a color, season, and animal on the Medicine Wheel.
The Visionary
spring - yellow
- Loss of energy on task
- Time boundaries difficult
- Not detail oriented
- Lack of dependability
- Head in the clouds

The Judge
autumn - brown
+ Thinker
- Stubborn
+ Keeper of tradition
- Entrenched in position
+ Relies heavily on data and logic
- Collects unneeded information
+ Thorough and methodical

The Warrior
winter - white
+ Likes to be in control of relationships
- Quick to act
+ Challenges others
- Probes and presses
+ Expresses urgency to others
- Driven
- Autocratic
- Defensive
+ Pushes others beyond limits
- Not aware of feelings

The Humanist
summer - green
+ Supportive - trusts others
- Has trouble saying “no”
+ Invites others in
- Assumes blame
+ Accepts others at face value
- Easily disappointed if relationships are second to tasks
+ Allows others to feel important
- Easily taken advantage of
+ Concerned about process
- Establishes relationships to accomplish tasks
- Driven
- Autocratic
- Defensive
+ Pushes others beyond limits
- Not aware of feelings

The Collaborator
+ Has trouble saying “no”
- Assumes blame
+ Easily disappointed if relationships are second to tasks
- Easily taken advantage of
+ Supportive - trusts others
- Invites others in
+ Allows others to feel important
+ Concerned about process
+ Establishes relationships to accomplish tasks

Evaluator
+Thinker
- Stubborn
+ Keeper of tradition
- Relies heavily on data and logic
- Thorough and methodical

Visionary
- Sees the big picture
- Idea oriented
- Future focused
- Develops solutions creatively
- Divergent thinker

Leader
+ Sees the big picture
- Idea oriented
- Future focused
- Develops solutions creatively
- Divergent thinker

Source: Barbara Smith, Jobs with Peace, Philadelphia
**Group Questions:**

1. Which of the other styles is easiest for you to work with? Why?

2. Which of the other styles is your greatest challenge to work with? Why?

3. What can you do to work better with those styles that are the greatest challenge to work with?

4. What strengths and challenges does your style bring to working in the age of COVID-19? Why?