

Position And Person

Dogs live in their *person* and cats live in their *positions*. This worksheet outlines the differences between a cat and a dog as viewed by colleagues.

The cats operate from their position. The cats are probably known by their authority. Their persons are unknown. If they have leadership it is based on consistency. The dogs operate from their person. Dogs are seen by others as void of positional power. If they have leadership it is based on personal contact.

Initials of someone who is a cat in your organization: _____

Description of what you know about that person:

Initials of someone who is a dog in your organization: _____

Description of what you know about that person:

Do the patterns suggested at the top of this worksheet hold true of the people you are reporting on?

Apply the above principles to yourself. Which people in your organization know you as a position and which know you as a person? Do you wish to make any changes about how these two groups view you? What would you do to make such changes? (use back of sheet for more room to write)