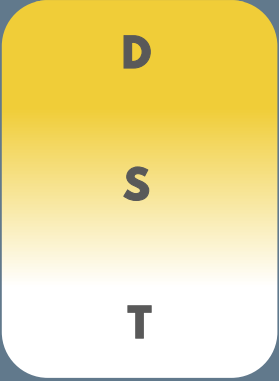


43



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**PATTERN OF EXPRESSION**

*Dominant Instinctual Bias is*  
"the Zone of Enthusiasm"

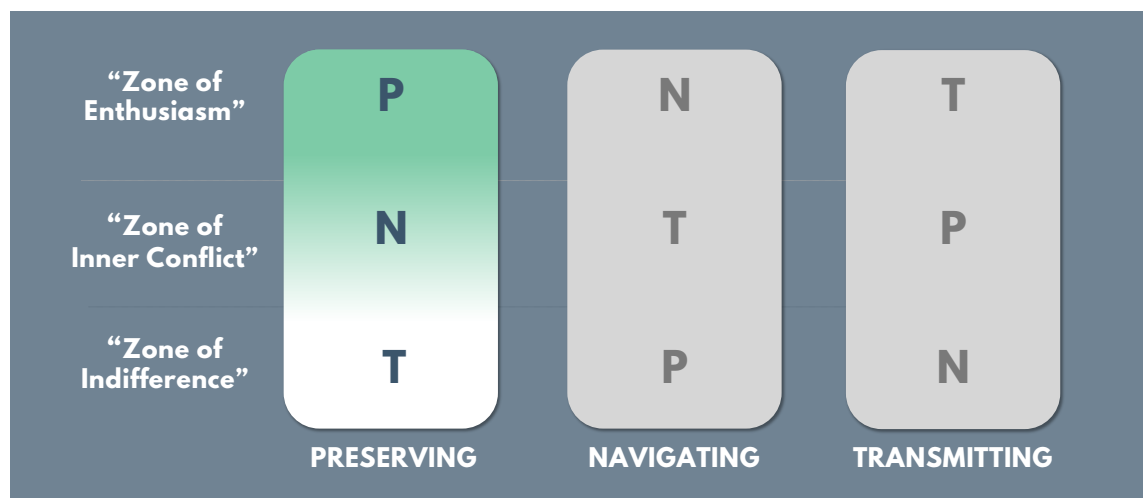
*Secondary bias is*  
"the Zone of Inner Conflict"

*Tertiary bias is*  
"the Zone of Indifference"



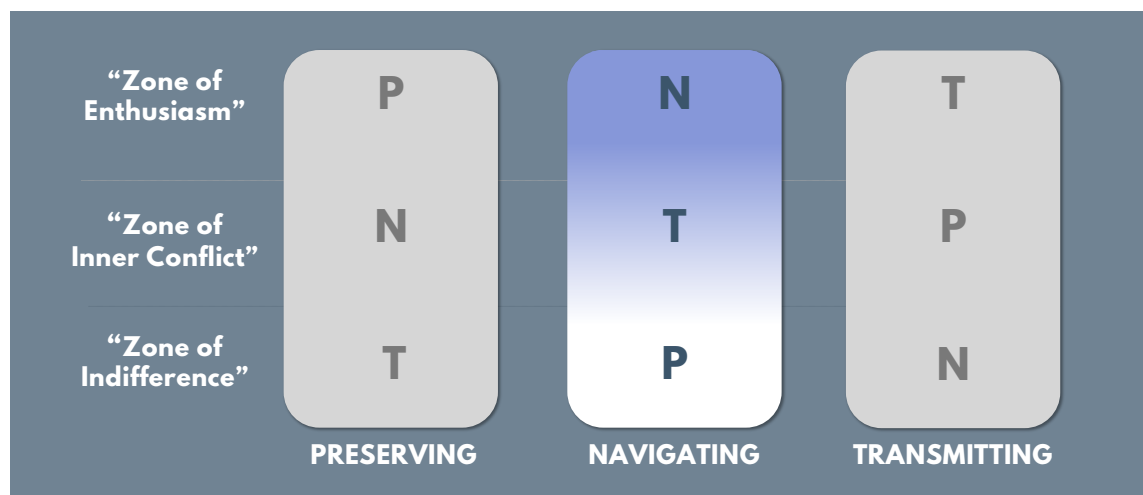
44

## THE PRESERVING PATTERN OF EXPRESSION



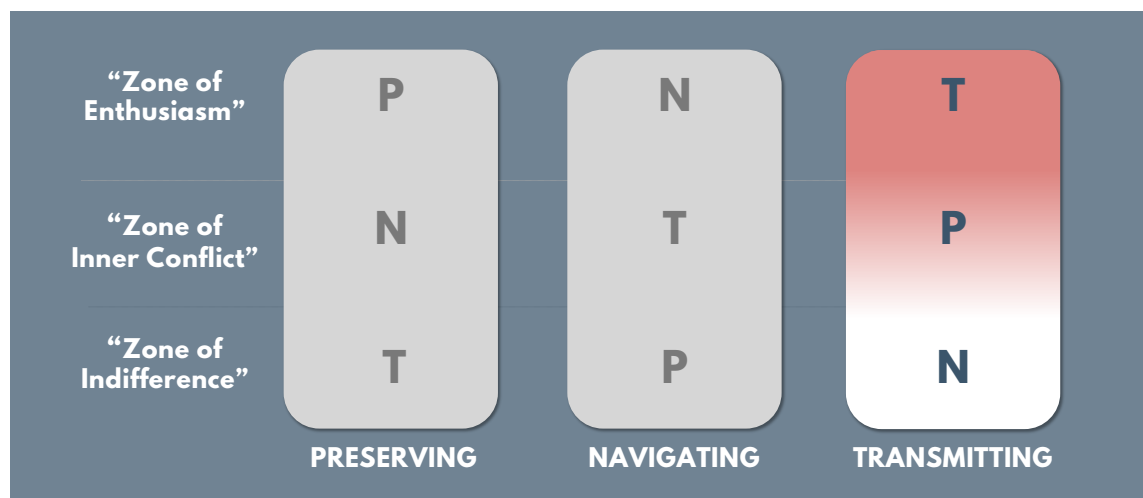
45

## THE NAVIGATING PATTERN OF EXPRESSION



46

## THE TRANSMITTING PATTERN OF EXPRESSION



47



48



## INSTINCTUAL LEADERSHIP STYLES



49

## Working with the Instinctual Bias Zones

50

## WORKING WITH YOUR INSTINCTUAL BIAS ZONES

### ENTHUSIASM

- Leverage the Strengths
- Don't overdo it

### INNER CONFLICT

- Seek the hidden strengths
- Work on the weaknesses

### INDIFFERENCE

- Fix if benefit outweighs the cost
- Outsource if possible