

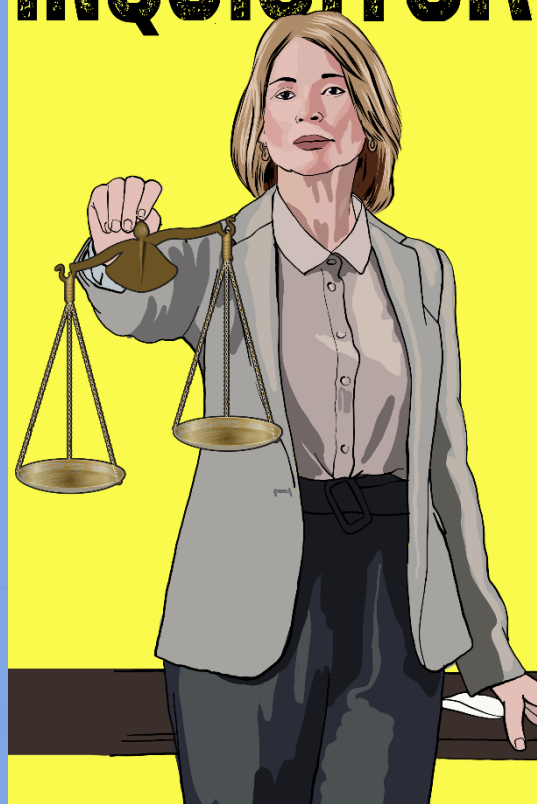
CHAMPION



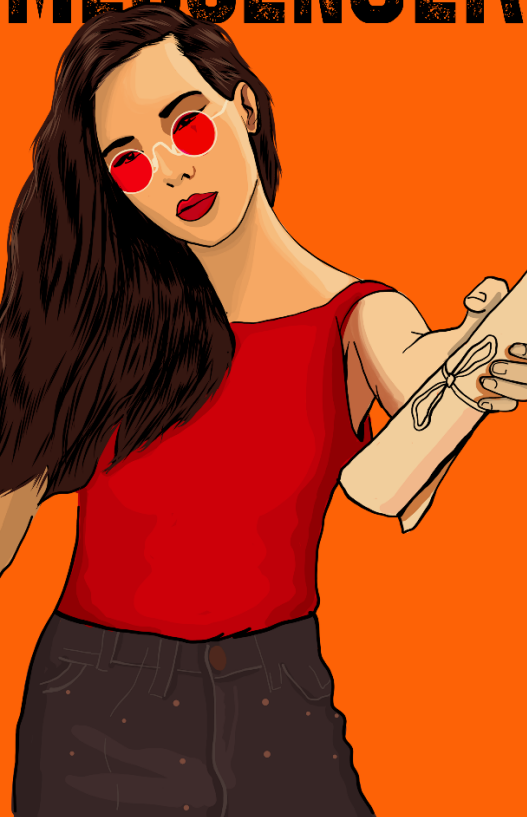
SAGE



INQUISITOR



MESSENGER



ACCOMPLICE



MERCENARY



NOTES:

1. Print these two pages double sided and the correct back for each front image will be in the correct position.
2. These pages are set for A4. If printing on different sized paper or cardboard change your print settings accordingly.
3. The pages are also set for printers that can print to the edge of the paper (no margin). Check your settings.
4. We suggest you use heavy card >150 grams
5. Print double sided flipping on long side and then guillotine to complete card production

INQUISITOR

THE **INQUISITOR** IS A POWERFUL **CHANGE AGENT**. THROUGH PERSONALITY OR POSITION, THEY HAVE INFLUENCE TO DRIVE CONSENSUS FOR YOUR PROPOSAL IN THEIR ORGANISATION. HOWEVER, THEY MAY LACK THE RESOURCE OR ABILITY TO IMPLEMENT.

FOCUSES ON:
INTERROGATING THE PROPOSAL.

The **INQUISITOR** will always tear an idea to pieces before acceptance. They want to pressure-test and examine. Often, their tendency to over-scrutinise is not a sign of non-acceptance but an indication they are engaged and want to understand fully. Conversely, if the **INQUISITOR** fails to question your proposal, they may be negatively disposed and have dismissed it, or may try to discredit it through hostile questioning.

RESPONDS TO:
THE TRUTH.
QUANTIFIABLE EVIDENCE.

MERCENARY

THE **MERCENARY** CAN BE A USEFUL **ADVOCATE**. ALTHOUGH THEY LACK THE AUTHORITY OR INFLUENCE TO DRIVE CONSENSUS PERSONALLY, THEY MAY ASSIST YOU IF THEY BELIEVE YOUR PROPOSAL MIGHT FURTHER THEIR OWN CAUSE.

FOCUSES ON:
'WHAT'S IN IT FOR ME?'

The **MERCENARY** is loyal only to themselves. They care little for their organisation and will only back projects that offer personal gain or career advancement. They will oppose projects that threaten them. Can be difficult to detect but are often revealed by colleagues, or a tendency to talk about themselves. If negatively disposed, the **MERCENARY** is a dangerous adversary, working openly, or more likely, covertly against you.

RESPONDS TO:
VANITY.
PERSONAL ADVANCEMENT.

SAGE

THE **SAGE** IS A POWERFUL **CHANGE AGENT**. THROUGH PERSONALITY OR POSITION, THEY HAVE THE INFLUENCE TO INSPIRE CONSENSUS FOR YOUR PROPOSAL IN THEIR ORGANISATION. HOWEVER, THEY MAY LACK THE RESOURCE OR ABILITY TO IMPLEMENT.

FOCUSES ON:
COMMUNICATING THE IDEA.

A visionary who seeks to understand the power of an idea. If the **SAGE** sees true potential in a proposal, they can often become inspiring communicators, able to drive enthusiasm for it within their organisation by painting vivid pictures of the possibilities. As ideas-people, however, they often lack the practical ability to turn ideas into reality. If negatively disposed, they can spread dissatisfaction, discord and distrust.

RESPONDS TO:
THE BIG PICTURE.
SCOPE OF POSSIBILITY.

ACCOMPLICE

THE **ACCOMPLICE** CAN BE A USEFUL **ADVOCATE**. WHILE THEY LACK THE AUTHORITY OR INFLUENCE TO DRIVE CONSENSUS FOR YOUR PROPOSAL PERSONALLY, THEY MAY ASSIST IN PAVING THE WAY TO A **CHANGE AGENT** WHO CAN.

FOCUSES ON:
HELPING OTHERS TO A SOLUTION.

Always happy to meet, talk and connect, the **ACCOMPLICE** is a helpful networker. They might be friendly and forthcoming but their influence to drive consensus is limited. As a networker they likely have the ear of a **CHANGE AGENT** and may be willing to introduce you if supportive. In their negative aspect, the **ACCOMPLICE** will either directly assist your competitor, block your path to a **CHANGE AGENT** or turn them against you.

RESPONDS TO:
OPEN DIALOGUE
AND RELATIONSHIPS.

CHAMPION

THE **CHAMPION** IS THE MOST POWERFUL OF THE **CHANGE AGENTS**. NOT ONLY DO THEY HAVE THE INFLUENCE TO DRIVE CONSENSUS FOR YOUR PROPOSAL INTERNALLY, THEY ALSO HAVE THE RESOURCE AND ABILITY TO TURN PLANS INTO REALITY.

FOCUSES ON:
'GETTING THE JOB DONE.'

Motivated by 'the greater good', the **CHAMPION** is a fearless supporter of ideas that deliver results, regardless of where they come from. Often a highly respected leader, they are able to rally support for a proposal they deem worthy. Always in the thick of the action, the **CHAMPION** will always see a project through to the end. Although your greatest supporter, the **CHAMPION** is a formidable enemy if negatively disposed.

RESPONDS TO:
ORGANISATIONAL SUCCESS.
METHODOLOGY FOR DELIVERY.

MESSENGER

THE **MESSENGER** IS A USEFUL **ADVOCATE**. THEY LACK THE AUTHORITY OR INFLUENCE TO DRIVE CONSENSUS PERSONALLY, BUT MAY PROVIDE YOU WITH PRIVILEGED INFORMATION OR PROMOTE YOUR PROPOSAL WITHIN THEIR ORGANISATION.

FOCUSES ON:
THE CONTROL OF INFORMATION.

The **MESSENGER** believes that 'information is power'. As such, they seek to control the flow of information between their organisation and outsiders in both directions. Often, this makes up for a lack of any real influence. The **MESSENGER** loves gossip and may reveal information not typically available to outsiders. When negatively disposed, the **MESSENGER** uses information about you to undermine your proposal from within.

RESPONDS TO:
GOSSIP.
BEING 'IN THE KNOW'.