



HOW TO PREDICT YOUR WELLSPRING & QUICKSAND

PART OF THE FASCINATION ADVANTAGE® SYSTEM

These terms are to help you really examine your day-to-day routine, and begin to understand how you add value (and why you could be struggling).

WELLSPRING

A situation that allows you to fully apply your natural advantages, so that you can become your most valuable. In these moments, you feel energized and focused.

Tasks that are easy for you to accomplish are your Wellspring. These are the tasks you live to do. If your entire job was comprised of these, you would be set for life.

QUICKSAND

A type of interaction in which a positive outcome is difficult and exhausting for your personality. In these situations, you feel awkward, or even trapped. Situations become Quicksand for you if they don't allow you to play to your advantages.

Tasks that make you dread the work hours left and are extremely effortful for you to finish.

Wellspring = Tasks that make you feel energized and confident, and give you an advantage

Quicksand = Tasks that suck your energy, and put you at a disadvantage

How to apply this at work? Avoid situations that force you to struggle in quicksand. Seek out opportunities that allow you to highlight your wellsprings.

WELLSPRING & QUICKSAND EXAMPLES

| IF YOU... | YOUR WELLSPRING MAY INVOLVE... | YOUR QUICKSAND MAY INVOLVE... |
|--|---|---|
| INNOVATION Thrive on creativity | <ul style="list-style-type: none"> Solving new problems for clients Re-imagining old systems | <ul style="list-style-type: none"> Doing the same tasks every day Accounting for every possible outcome before acting |
| PASSION Enjoy building relationships | <ul style="list-style-type: none"> Reaching out to potential clients and customers Helping build teams | <ul style="list-style-type: none"> Working alone Having to contain your excitement about the latest project |
| POWER Lead others with authority | <ul style="list-style-type: none"> Leading team meetings Making decisions for difficult scenarios | <ul style="list-style-type: none"> Only completing tasks assigned to you Not being able to voice your opinions |
| PRESTIGE Set high standards | <ul style="list-style-type: none"> Checking a team's work to ensure it meets brand standards Earning incentives for surpassing last year's quota | <ul style="list-style-type: none"> Having to produce content with no time for proofing Having no overarching goals to work toward |
| TRUST Are stable and consistent | <ul style="list-style-type: none"> Following the same daily routine Having enough time to process new information | <ul style="list-style-type: none"> Brainstorming new solutions when the old method works fine Working in a fast-paced environment that is always changing |
| MYSTIQUE Are quiet and introspective | <ul style="list-style-type: none"> Being able to work in a quiet environment Using written communication to explain your ideas instead of presentations | <ul style="list-style-type: none"> Speaking in front of large audiences or cold calling prospects Having to solve heated debates between co-workers |
| ALERT Manage details carefully | <ul style="list-style-type: none"> Operating under specific deadlines Organizing projects and creating new procedures | <ul style="list-style-type: none"> Having fluid deadlines that shift with new information Working with no parameters |

Show everyone on your team their Wellsprings. For group Assessments visit, <http://bit.ly/TeamValue> or email Team Fascinate at Hello@HowToFascinate.com

