



Forward



Share

Balancing the Details and the Big Picture

April 2023



Photo by Andrea Piacquadio via Pexels

Let's start with some foundational information:

Did you know that we, as humans, have a preference between being that “Big Picture” thinker and being the “Details and Analysis” thinker? We do. It’s one of the three sets of preferences identified by Carl Jung,



Are you seeking a **PROMOTION** or perhaps **A NEW ROLE** in or outside your current organization?

Take Advantage of a **COMPLIMENTARY, NO-OBLIGATION COACHING SESSION!**

[CLICK HERE TO EMAIL JOY!](#)

I am an experienced career coach. I work with folks who are in the early stage of their career all the way to individuals in

Swiss Psychologist and renowned author of the work around personality styles.

Which is your preference?

Know that it is not always a question of which one, but rather, where you fall on the continuum between the two.

As a coach, I have worked with clients, who, among their strengths had a strong capacity for both ends of this spectrum, being able to see grand ideas and lead people to get on board with those ideas, and at the same time, be able to dive into the weeds to figure out how to make the plan feasible and execute it seamlessly.

Most of us do not have complete strengths at both ends of this spectrum.

Now here's the point of my article:

1. Know what strength you bring between these two ends of the spectrum

BIG PICTURE VISIONARY	←————→	DETAIL ANALYST
<ul style="list-style-type: none">- Wildly creative ideas- Unusual solutions- See possibilities- Future implications- Create opportunities		<ul style="list-style-type: none">- What won't work & why- What would be needed- Multi-layer implications- See obstacles- Design detailed solutions

2. Be open to the other end of the spectrum.

- If you are a big picture thinker**, rather than scare people with ideas that are too big or too creative for people to embrace, be willing to listen to the analysts. Continue to think big picture, but with ways to overcome the obstacles and potential issues of your idea that others may see.
- If you are a detail analyst**, then be open to the wildly crazy ideas, and bring the analysis you see as “things we need to overcome” without shooting down the idea.

the C-Suite who are seeking a new position or promotion, internally or externally, and those starting a new role. Let me share a little about the process I use to help you land in the RIGHT job and then start strong to show that you were the right choice!

First, I will work with you to understand and help you get clear about what you want.

Second, I am skilled at helping you uncover strengths and skills you don't recognize in yourself. I'll show you how to dig deep and raise your awareness of the value you bring to a potential employer.

Third, it's not enough to recognize your value. I will help you develop your “elevator pitch” and learn how to characterize and communicate your value, skills and strengths in ways that cause networking contacts, interviewers and hiring managers to sit up, take notice and remember you in a very positive way.

Fourth, I will show you effective ways to broaden your network and open doors.

Continually, I will be a thought partner through your job search or promotion process and beyond. I will help you

3. Both types of people need each other for the ultimate success, but more often than not, the two types of views can create conflict rather than looking at their differences as two puzzle pieces that fit together to make the picture come to life.

4. Bring your skills and ask questions to help be a “connector”:

IF YOU ARE A BIG PICTURE THINKER:

Share your vision and then ask questions to get people excited:

What if this were possible?
What favorable impact would it have?
What difference could it make?

Ask questions to acknowledge others’ objections and concerns:

What obstacles do you see? How can we overcome these obstacles?
What are the things we need to think about?
What assumptions are we working with that we need to acknowledge?

IF YOU ARE A DETAIL ANALYST:

Even though, right off the bat you may see potential problems, start with the good you see in the idea so you are not perceived as an automatic naysayer:

The idea is good because...
I see these possibilities...
I’m curious about..

Then share your concerns, where you can, in the form of questions:

What will happen in this type of situation?
How will this work if?
What are the 2nd and 3rd level outcomes we need to consider?

strategize for interviews, serve as a consultant in preparing for and negotiating job offers, and walk you through a process to prepare for your first days on the job and make onboarding a tool you use to fast-track your success in the first few months.

Reach out for a complimentary call and let’s chat.

“Eventually you realize that not all opposing viewpoints come from people who oppose you.”

Robert Breault

True genius resides in the capacity for evaluation of uncertain, hazardous and CONFLICTING information.

-Winston Churchill

What would we need to do differently from how we do it now and what impacts might we need to address?

Let me give you an example from a TV show I watched this week that gave me the idea for this article because it had me talking back at the TV about what certain characters were missing.

I was watching an episode of Blue Bloods (Season 11 Episode 4). A detective was permanently put in a wheel chair by a criminal. During a ceremony giving her an award, she announced she wanted to continue in her role as a detective. The police commissioner, (PC) Frank Regan (played by actor Tom Selleck), was taken by surprise. He couldn't see how she could still work the streets. After thought, he offered her a desk position, which she refused. She insisted that she could still work the streets. He didn't see how. She wasn't sharing either her vision for what that would look like, or any details of how it could happen. He just couldn't see how it could work, but neither was he asking her for her vision. She learned that the man who put her in the chair was coming out of hiding. She contacted her old partner and he along with another cop volunteered to go with her. She ended up from her chair, taking the guy down as he came toward her as he got off a bus. The next conversation between her and the PC was different. She now knew how to illustrate what she had believed all along, and he responded with a three-point proposal which included a three-person team rather than just partners, that she would, as a first priority, always put the safety of her team ahead of her own actions and she would need to file weekly reports with him about her progress. His final words to her were, "You'll be the first, so make it work so others can follow. After all, you just flipped the PC", to which she gladly agreed.

It's all about sharing our visions, talking about obstacles and changing assumptions, which requires both big picture thinking and detail analysis along with a positive and open perspective to make new things work well.

Help your team embrace a positive approach and bring their best to make great things happen.

“

Whatever you do in life, surround yourself with smart people who are willing to argue with you.

John Wooden

The test of a first-rate intelligence is the ability to hold two **OPPOSED IDEAS in mind at the **SAME TIME** and *still retain* the ability to function.**

- F. Scott Fitzgerald

KCS ARTICLES LIBRARY

**ARTICLES ARE FREE
TO DOWNLOAD
AND SHARE!**

Since 2016, Joy has been publishing monthly articles to address everyday challenges in the workplace which are common to many. Often, topics come from you, her readers and

Joy Conley Kacik

Joy is a conference speaker, team and leadership development consultant, customized trainer and facilitator and a Certified Professional Coach with expertise in personal career coaching, job offer and salary negotiations and executive coaching.

As an Insights Discovery® licensed practitioner, Joy provides clients the added value of the Discovery® Portfolio of tools when working with individuals, teams, leaders and organizations to create inspiring visions for collaborative, cohesive teams to produce superior results.

www.kacikconsulting.com

joykacik@kacikconsulting.com

[| View LinkedIn Profile |](#)



clients. These articles are designed to help you, your direct-reports, peers and leaders. Feel free to download and share them.

Click [here](#) to go to the library!

Copyright © 2016 Kacik Consulting Services, LLC, All rights reserved.

Our mailing address is:

2408 West Street
Brookfield, VT 05036

Want to change how you receive these emails?
You can [update your preferences](#) or [unsubscribe from this list](#)