

Member Webinar

Mars and Venus in the Workplace

Based on the book by Joel Gray, Ph.D.



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Goals for Today

- Housekeeping
- Quick intro
- Presentation
- Q&A



**Leave with at least one idea
that you will use – *today***

Housekeeping

Member Webinar

Mars and Venus in the Work

Based on the book by Joel Gray, Ph.D.



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Quick Intro



Steve Porcaro
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- ▶ **SalesPlus Coaching & Mastermind Groups**
 - President & Founder, 1-4-All Coaching, LLC
 - Business, Executive & Team Coaching, Mastermind Groups and Workshop Facilitator.
 - LinkedIn Medical Device Sales Groups
- ▶ **Industry experience**
 - Distributor
 - Sales Consultant
 - Orthopedics – trauma, sports, recon, etc.
 - Field Trainer
- ▶ **U.S. Navy Corpsman**
 - Surgical tech, first assist. & central supply



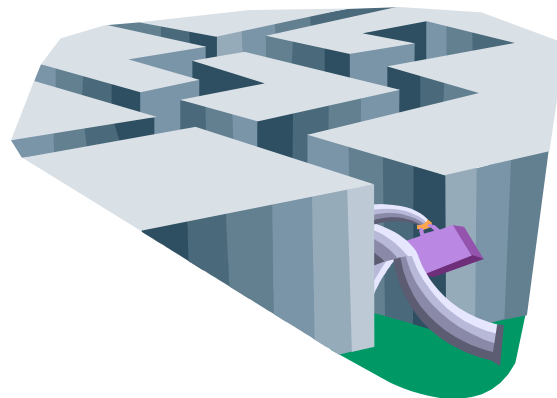
Introduction

- ▶ **Mars and Venus in the Workplace** aims to improve communication and relationship skills in the workplace. It invites you to explore the different ways men and women can approach challenges.
- ▶ Using tips from the book, we'll discuss how to “blend” differences to achieve a common goal and increase respect, acceptance, trust and success.



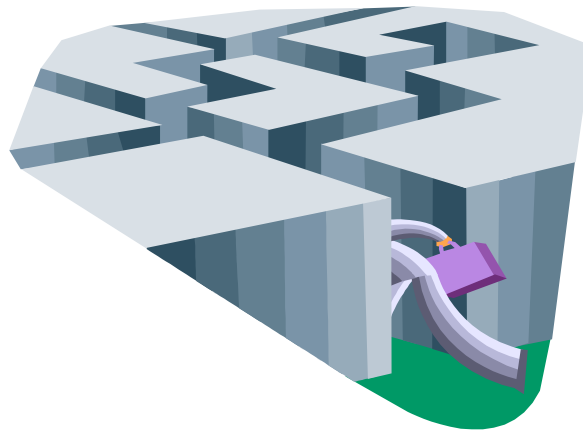
Why are here?

- Men and women have different communication styles
- Different rules and values are not clearly understood – common challenges
- Can lead incorrect assumptions and misunderstandings



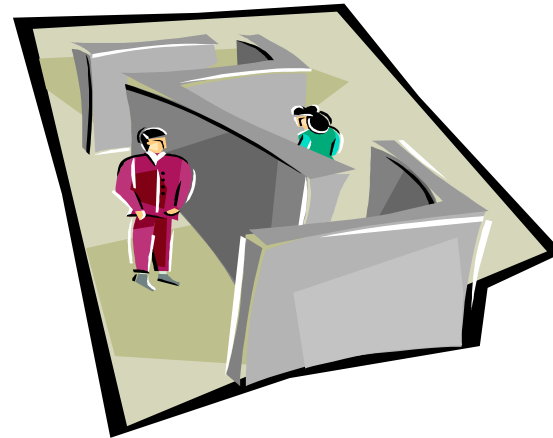
The Communication Challenges

- How you handle differences and disagreements, determines effectiveness of your communication
- 80% of what is communicated is covered by an emotional tone (Non verbal communication)



Mars and Venus Communication Goals

- Good communication starts with accepting differences and taking time to see the validity in another person's point of view
- We need a set of rules/guidelines to enhance teamwork, improve communications and increase cooperation



Common Mars and Venus Issue

Biggest Blunders

- Men interrupt with solutions
- Women offer unsolicited advice



Martian Characteristics

- Identity and self esteem primarily based on accomplishing tasks – What I do
- Achievement of goals very important to prove competence (Makes him feel good)
- Takes prides in his ability to solve problems



Martian Characteristics

- Talks to make a point and uses communication to solve problems and convey content
- Values action, power, efficiency (Just the facts/bottom line)
- Modesty is not a virtue on mars
- Mr. fix it



Martian Characteristics

- Nature is to be exclusive
- Gets easily distracted focus and focuses on one thing
- Relieves stress by going to his cave



Vensusian Characteristics

- Identity and self esteem based on quality of relationships, sharing and nurturing
- Talk to feel better
- Value mutual support and sharing culture is to share and equality



Vensusian Characteristics

- Multi-tasked
- Basic nature is to improve things
 - Home improvement
 - Office committee



Vensusian Characteristics

- Use communication as a way to:
 - Solve problems and express feelings
 - Reduce stress and feel better
 - Give and receive emotional bonds
 - Stimulate creativity
 - Discover new ideas
 - Create emotional bonds



Problem Solving

MARTIAN

- Talk about a problem only if you have a solution.
- Using the least number of words to make a point demonstrates competence.

VENSUSIAN

- When there is a problem talk about it. You cannot understand until you hear it all.
- Sharing the details of your experiences develops rapport, strengthens work relationships and reduces stress.



Feelings and Emotions

MARTIAN

- Showing feelings is a sign of weakness and your enemies will use it against you.
- They should be processed privately.
- Business is business and not personal.
- Win by beating your opponent, "I win, you lose."

VENSUSIAN

- Share vulnerable feelings to build trust and get support.
- Displaying inner negative emotions is a symptom of healthy self esteem.
- Want others to win; create a "win win" situation.



Receiving Support

MARTIAN

- Only ask for help if you really need it.
- You are judged by what you do on your own.
- The end justifies the means.
- Success is measured by the end results and not the process.

VENUSIAN

- Offering unsolicited help generates greater cooperation.
- Success is a journey and not a destination.
- It is not what you do, but how you do it.



Views on Winning

MARTIAN

- Always take credit for what you do, and let it be known.
- Promote yourself and others will promote you.
- The rule of efficiency: Never do what you don't have to do.
- If you do more, make sure you are compensated.

VENSUSIAN

- Always give credit to those who helped you.
- Promote others, and they will promote you.
- The golden rule: Do to others, as you would have them do to you.
- Give more and you will get more.



Stressbusters in the Workplace

Martians

- Trust
- Acceptance
- Appreciation
- Admiration
- Acknowledgment
- Encouragement

Venusians

- Caring
- Understanding
- Respect
- Inclusion
- Validation
- Reassurance



Key Martian Communication Tips

Communicate more effectively with Venusians

- Take more time to listen in a respectful way (non-defensive listening)
- Validate with comments and gestures
- Hello, goodbye eye contact
- Don't Interrupt and give immediate solutions - Solve less - Listen More
- Be less impulsive and have more patience



Key Martian Communication Tips - II

Communicate more effectively with Venusians

- Ask more questions
- Soften the edges
- Focus more on having a good relationship than getting the task done
- Remember the importance of little things



Key Venusians Communication Tips

Communicate more effectively with Martians

- Stand up, speak out, take credit and let them know you have a solution
- Stay positive and avoid complaining or blaming (contain negative feelings & do not make excuses)
- Be specific, brief, factual & get to the point quickly
- Do not offer unsolicited advice



Key Venusians Communication Tips - II

Communicate more effectively with Martians

- Respect his need for space (cave buster)
- Avoid emotionally charged rhetorical questions
- Do not take offense or charged personally to his actions and behavior
- Buffer message with supportive comments- one minute compliments



Key Venusians Communication Tips – III

Communicate more effectively with Martians

- Directly ask for support with sensitivity to:
(assertiveness tempered with assuredness)
 - Appropriate timing
 - Non-demanding attitude
 - Being brief and direct
 - Use correct wording (would, not - could)
- Focus on the bottom line tempered with building relationships



Summary of ROI

- Teamwork
- Improve communications
- Increase cooperation
- Equal an enjoyable workplace
- TGI Monday
- Higher profits



“With greater understanding and respect in the workplace everyone wins”

Questions?



**The best view comes
after the hardest climb.**