



# Ality



**personality to purpose**



Human Connection &  
Leadership

**AlityConnect**

[www.alitylife.com](http://www.alitylife.com)

# WORD ASSOCIATION

**Example:**  
**KEY**  
**WALL**  
**PRECIOUS**



**WORD ASSOCIATION**

**MOTION  
POKE  
DOWN**



# WORD ASSOCIATION

**CALL  
PAY  
LINE**



**FINISH THE LYRIC**  
**‘When the night falls,  
my loneliness calls...’**



**FINISH THE LYRIC**  
**‘And so you’re back**  
**from outer space...’**





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# 1. HUMAN CONNECTION

The exchange  
between  
two  
people who are  
communicating  
with each other.



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## 2. SOCIAL CONNECTION

The feeling of belonging  
to a group.



### 3. NATURAL CONNECTION

The feeling of being nourished by nature, animals & solitude.



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# THE POWER OF HUMAN CONNECTION

Avoidance, withdrawal,  
loneliness & social isolation

LEAD TO

ill-health, depression, addiction,  
and anti-social behaviour.

\*\*\*Loneliness & social isolation  
have more negative impacts on  
our health than obesity, smoking  
and substance abuse



# THE POWER OF HUMAN CONNECTION

Strong ties to family & friends

- 50% less risk of dying early than those with fewer social connections.
- Exercise: 23 to 33%.
- Eating six servings of fruit and veg per day: 26%.
- Stronger immune system, higher self-esteem, more empathic to others, more trusting and cooperative.

# THE POWER OF HUMAN CONNECTION



## Joining Social Groups

When we make new social group connections, we are less likely to develop depression and we have an enhanced sense of well-being during transitions. We also heal faster!

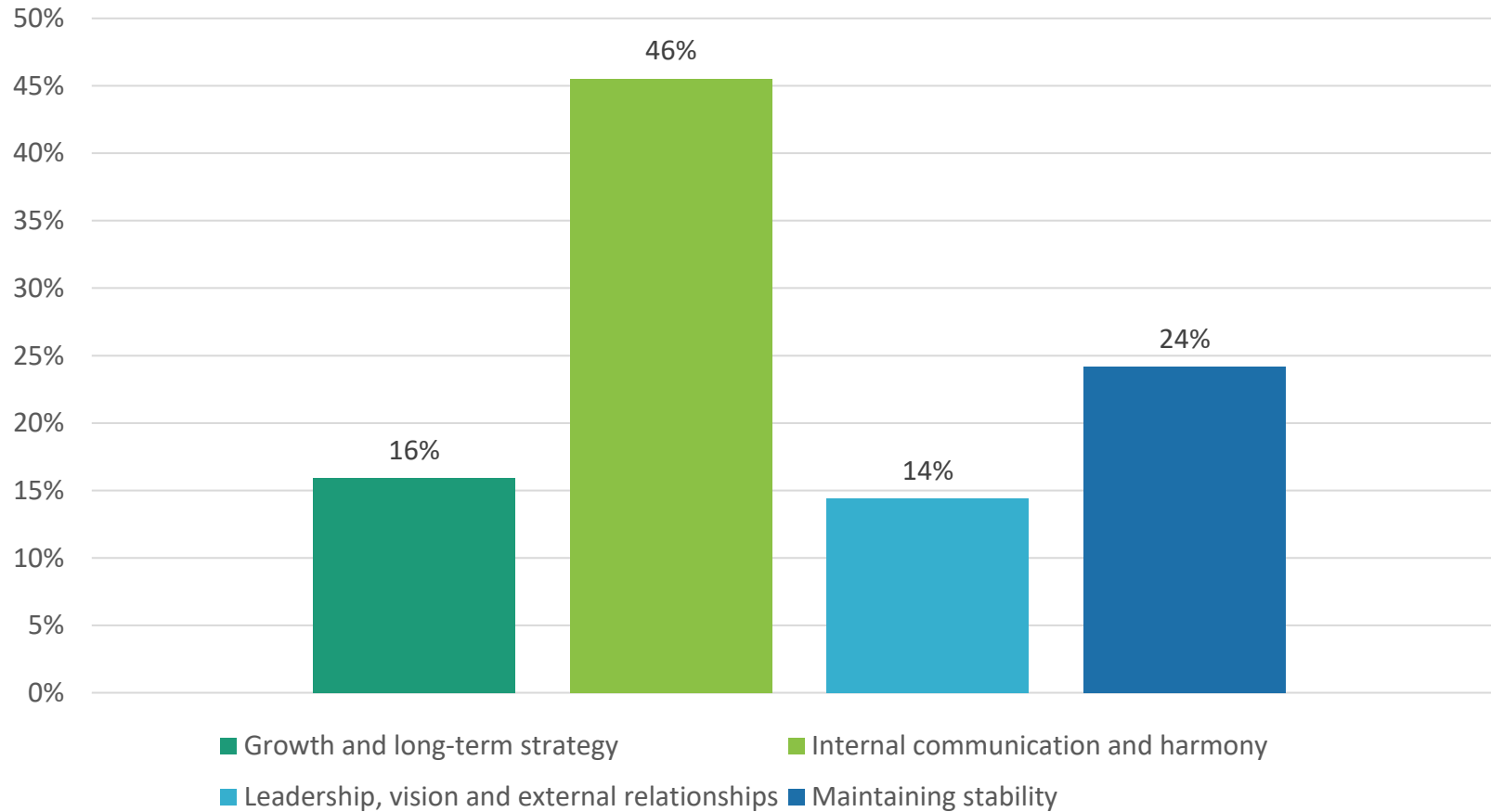


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The best leader  
is the most...



## Q25a. In relationships and teams, I usually focus on building:



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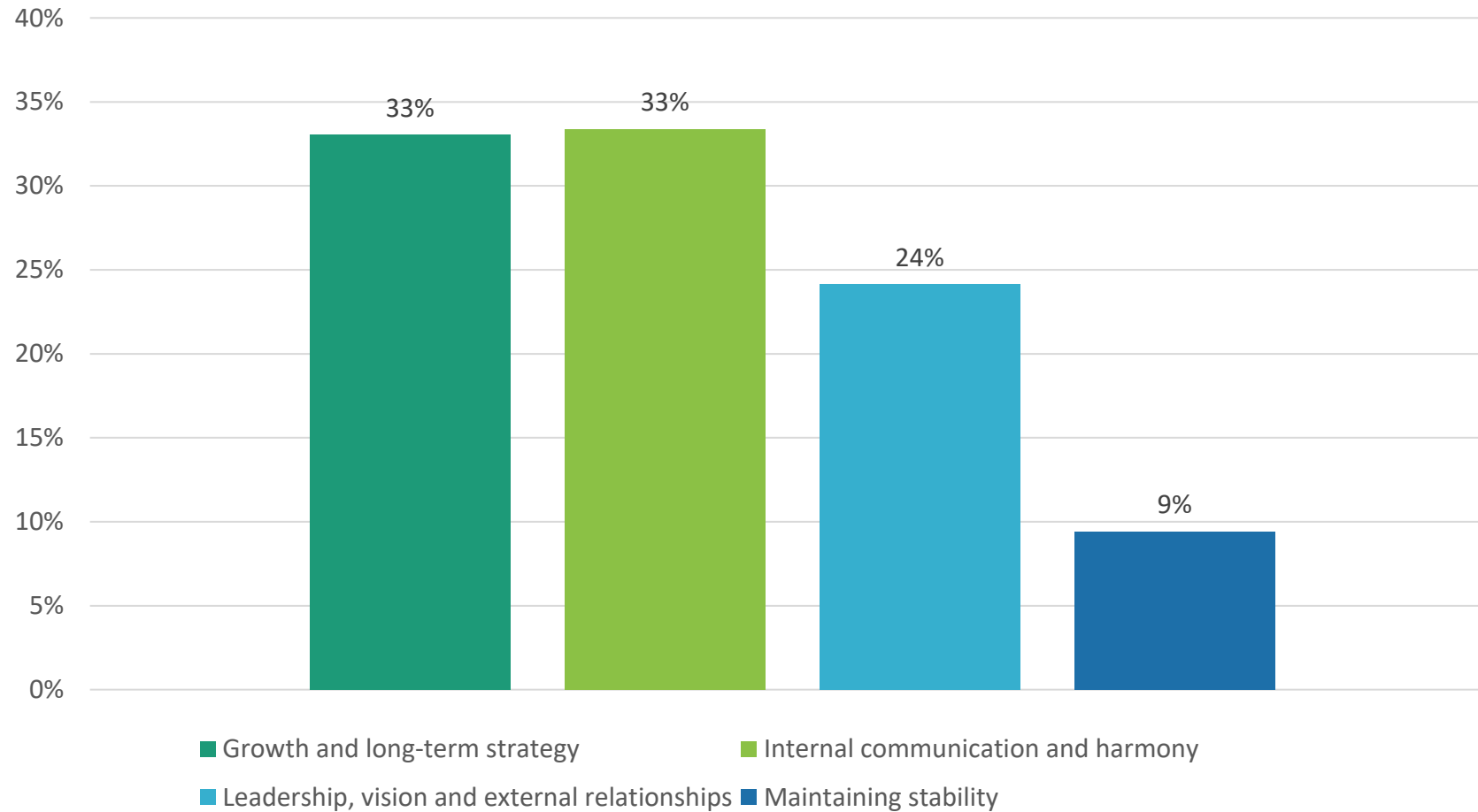


70% of respondents are currently focused on keeping their teams comfortable.  
Source: 2021 AlityConnect Data from 5000 responses.

## Q25b. In relationships and teams, I would prefer to focus on building:



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57% of respondents would prefer to focus on growth and leadership.

Source: 2021 AlityConnect Data from 5000 responses.

# HOW DO YOU CONNECT & LEAD?

A top-down view of a diverse group of people's hands stacked in a circle, symbolizing unity and teamwork. The hands are of various skin tones and are wearing different colored sleeves and clothing, including plaid shirts, sweaters, and a watch. The background is a light, neutral color.

What's it like to:

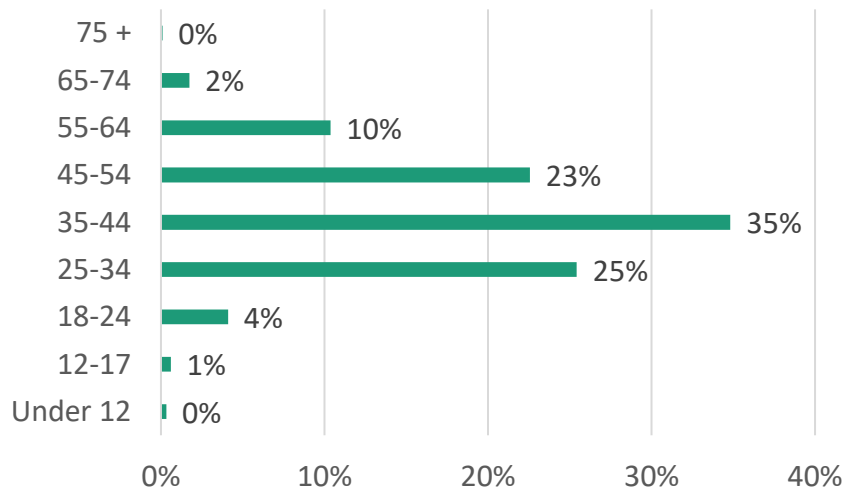
- Meet you?
- Talk to you?
- Work with you?
- Love you?

# Ality Demographics

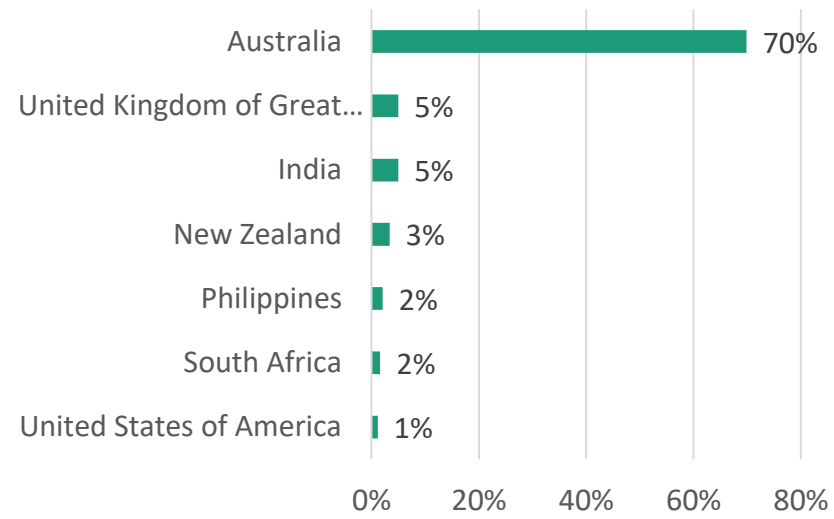
Research sample: 5000 respondents



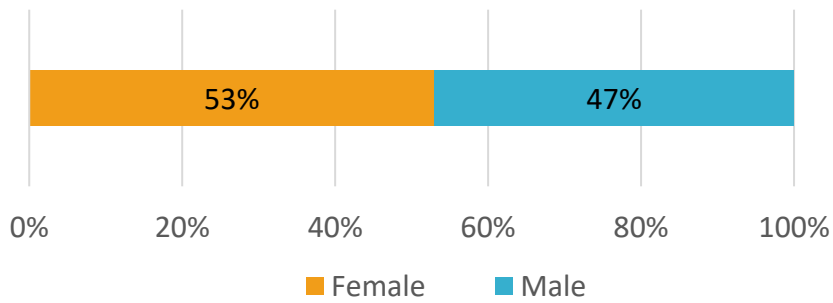
### Age Groups



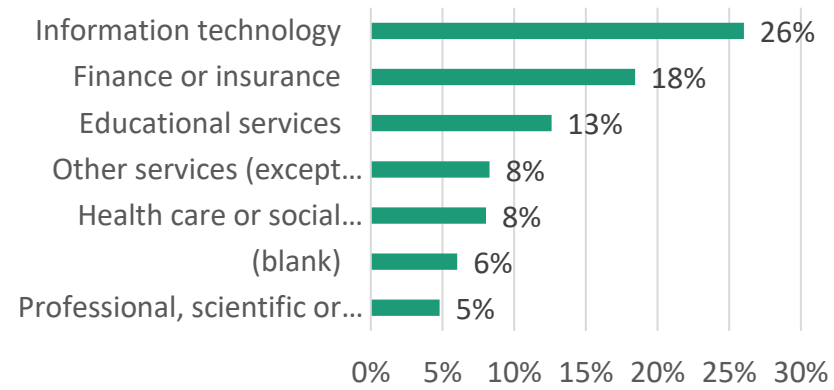
### Country



### Gender



### Industry





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What is your connection signature?



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low intensity ←

→ high intensity

high frequency

low frequency

### FREQUENCY

- **How much** human connection do you need?
- Near vs. talking
- How often & how fast do you talk?

### INTENSITY

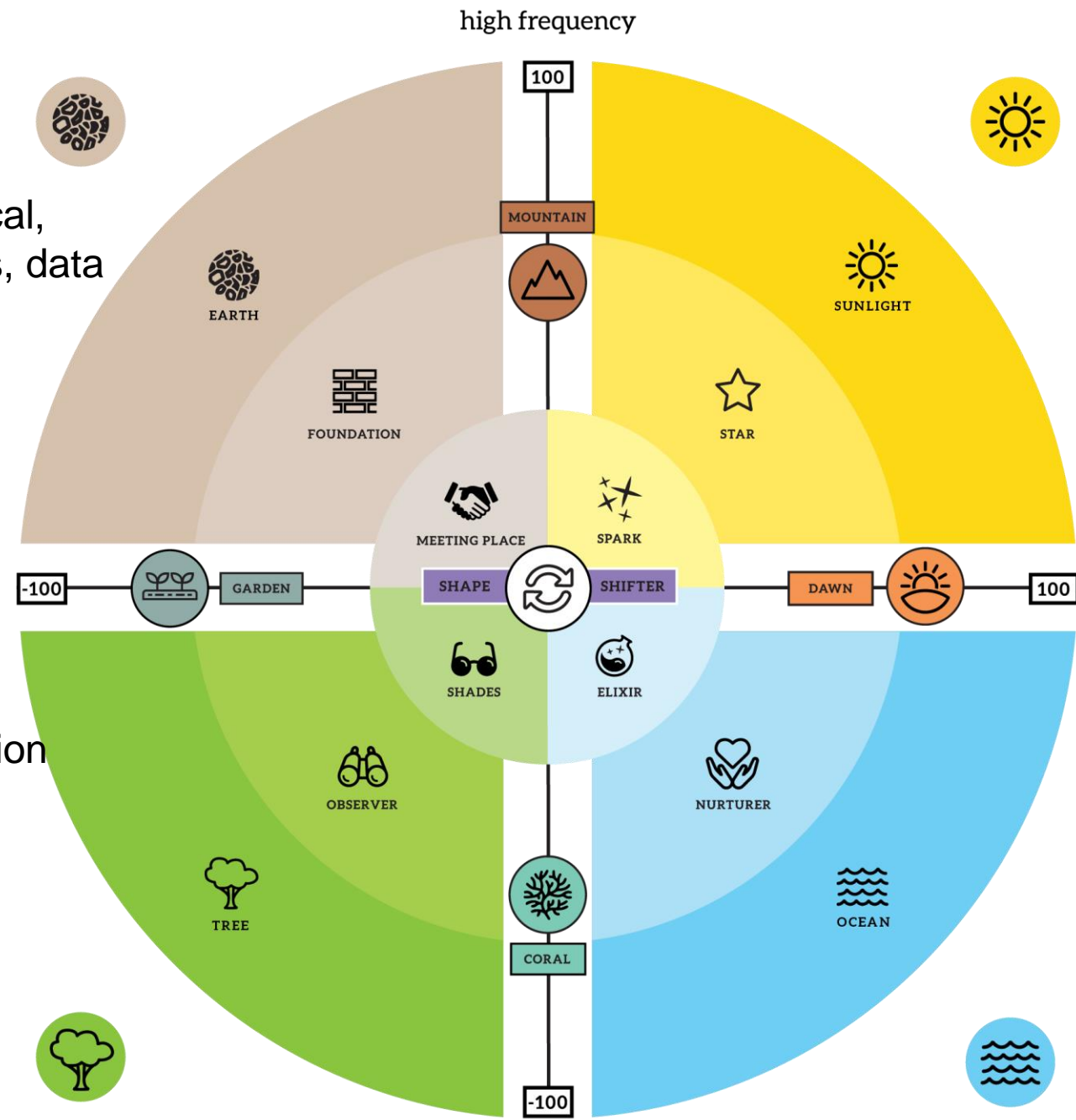
- **What type** of human connection do you need?
- How do you **bond**?
- What makes you **feel close** to someone?

Task focus in groups, logical, linear, systems, processes, data orientation

Task focus, organized, reserved, to the point, detail orientation

People focus, big picture, enthusiastic, dynamic, ideas orientation

People focus one on one: Supportive, building relationships, facilitating team interaction, emotion orientation



# Yellow types

Warm, social, big picture thinker.

Passionate and enthusiastic.

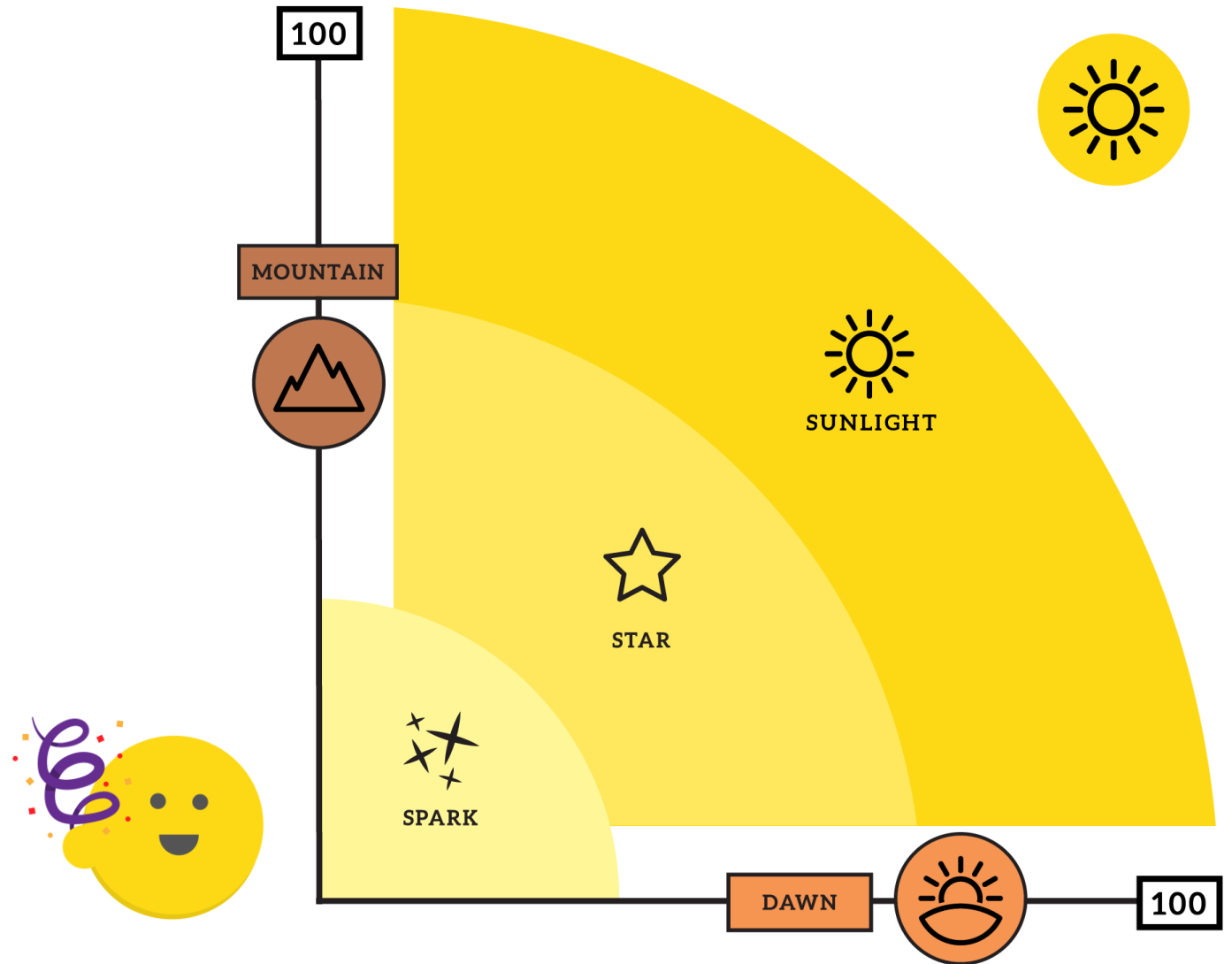
Core values: ideas, truth & high energy.

## About you:

- Open connector- feeling minded
- Charismatic, gregarious
- Truth teller- talks about intimate thoughts, set the tone

## Tools to work on:

- Conflict doesn't have to be explosive
- Everyone can feel their own way
- Listen & collaborate



# Blue types

Genuinely & unconditionally listens.

Problem solver. Supportive.

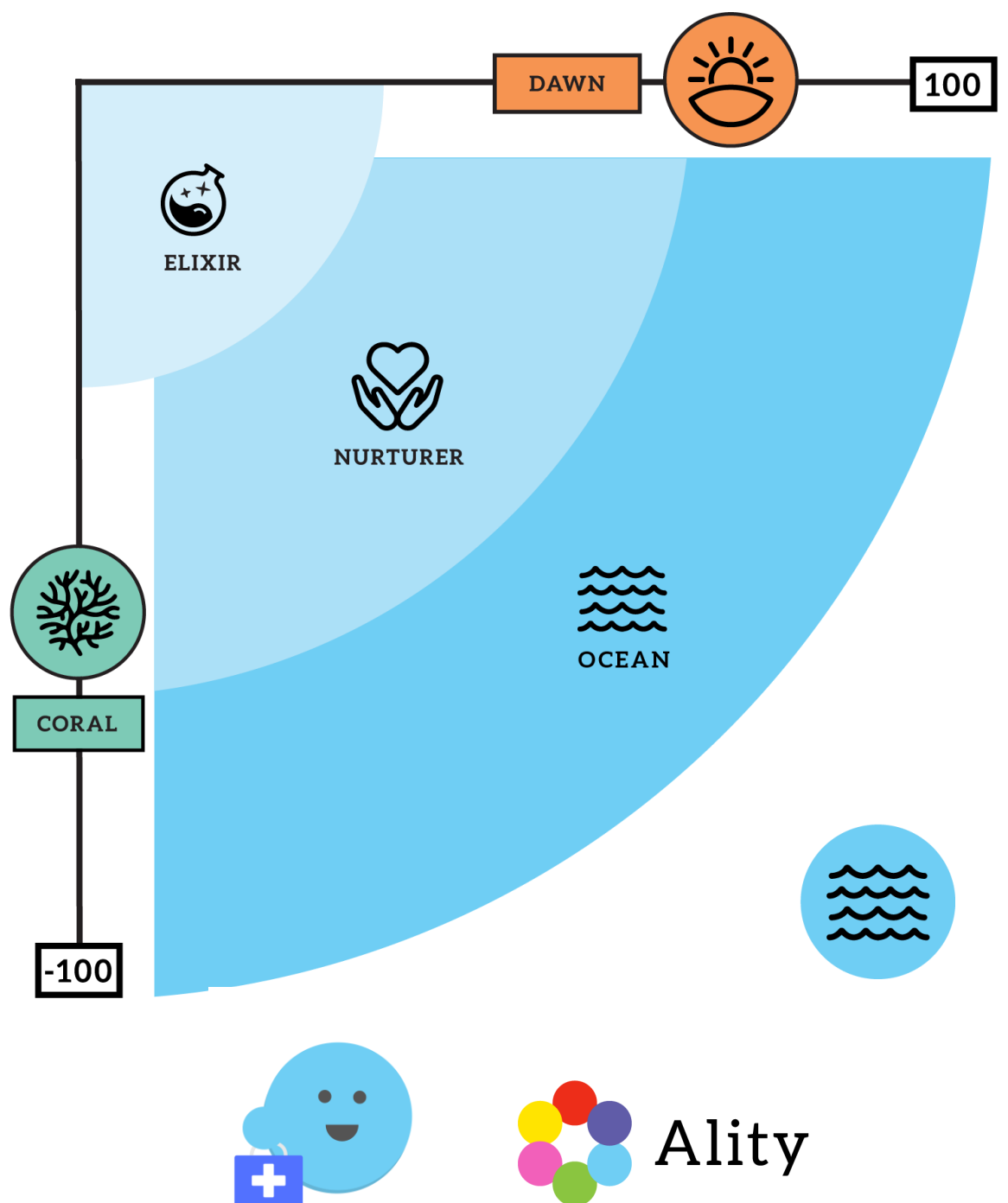
Core values: awareness and empathy

## About you:

- Role in group: empath/carer
- Prefers one on one connections
- Will take a genuine interest & listen

## Tools to work on:

- Set boundaries by setting limits on conversation times/topics
- Make your needs as important as the needs of others
- Connect then refuel



# Green

## types

Reserved, patient connector.

Wise & strategic. Prefers facts.

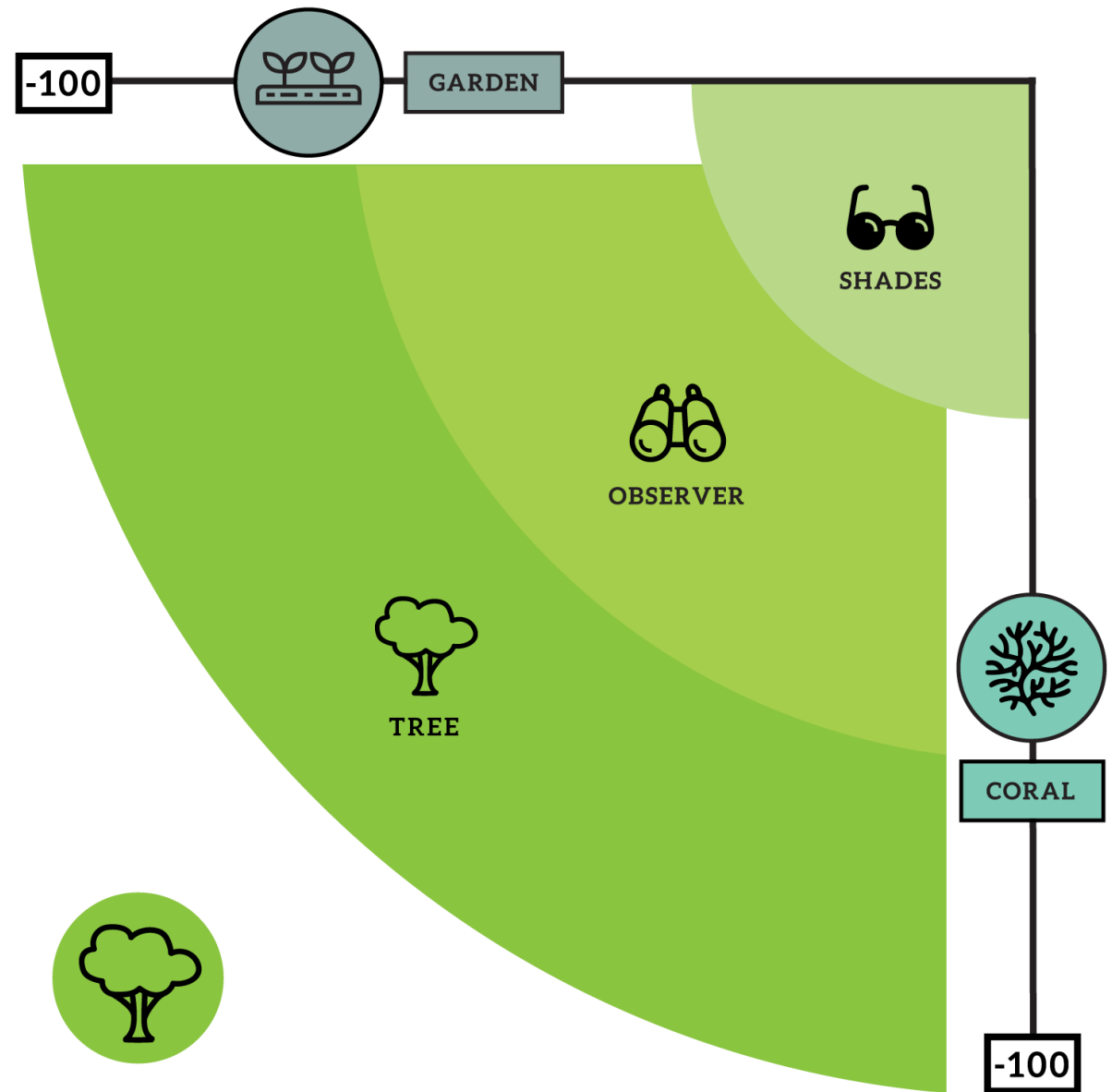
Core values: respect and 'getting to the point.'

### About you:

- Strategic connector
- Role in group: observer,
- perceiver
- Reserved but observant
- Feels most connected when alone

### Tools to work on:

- Say what's on your mind
- Ask questions to let people in



# Earth types

Loyal, easy going, puts the group first.

Follows rules, upholds traditions and rituals.

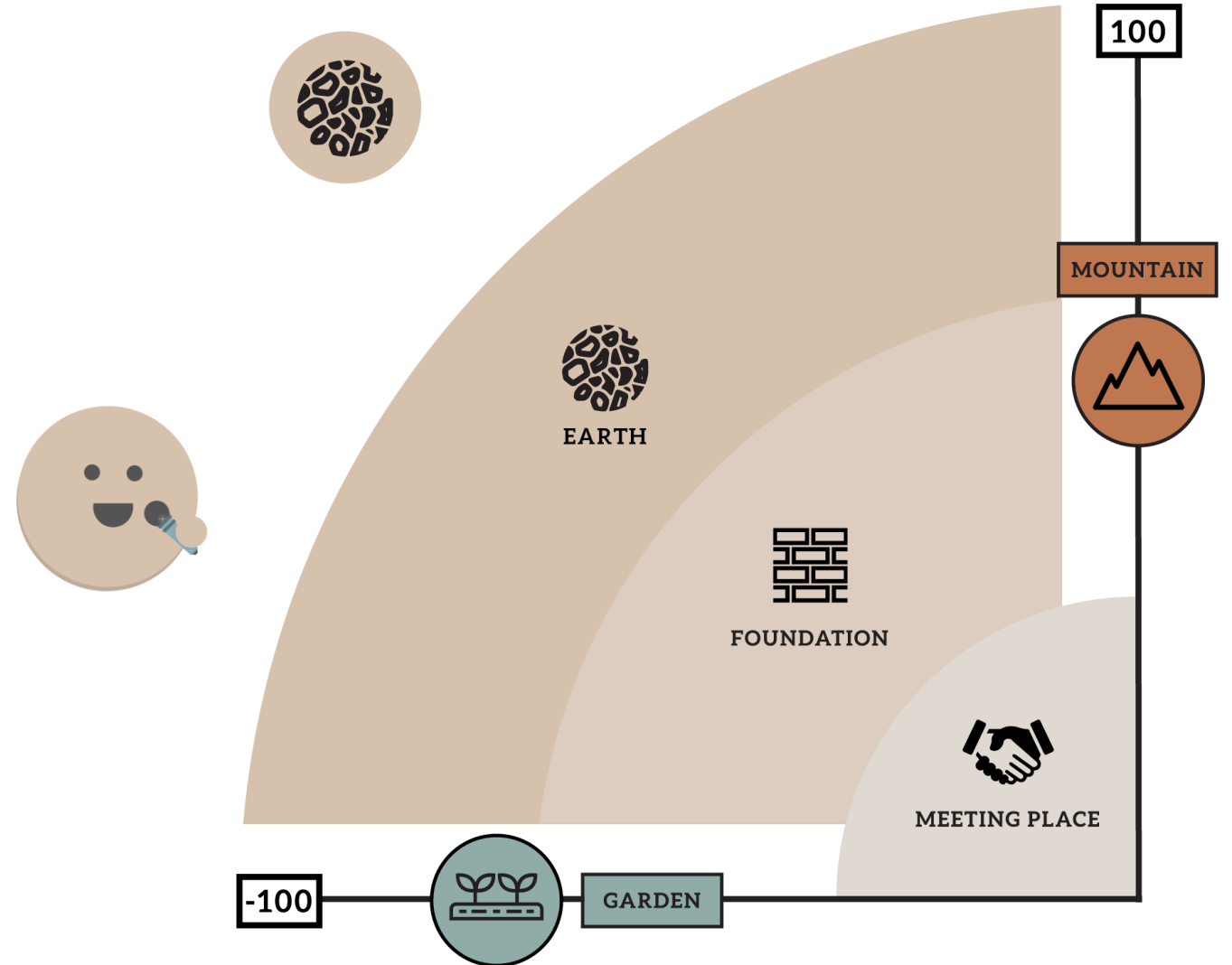
Core values: pragmatism, ease and good humour.

## About you:

- Brings people together, team player
- Role in group: backbone, fun
- Loves a chat, connects using humour

## Tools to work on:

- Understand that many people need to talk through their emotions
- Open up to vulnerability-  
Say 'I don't know'



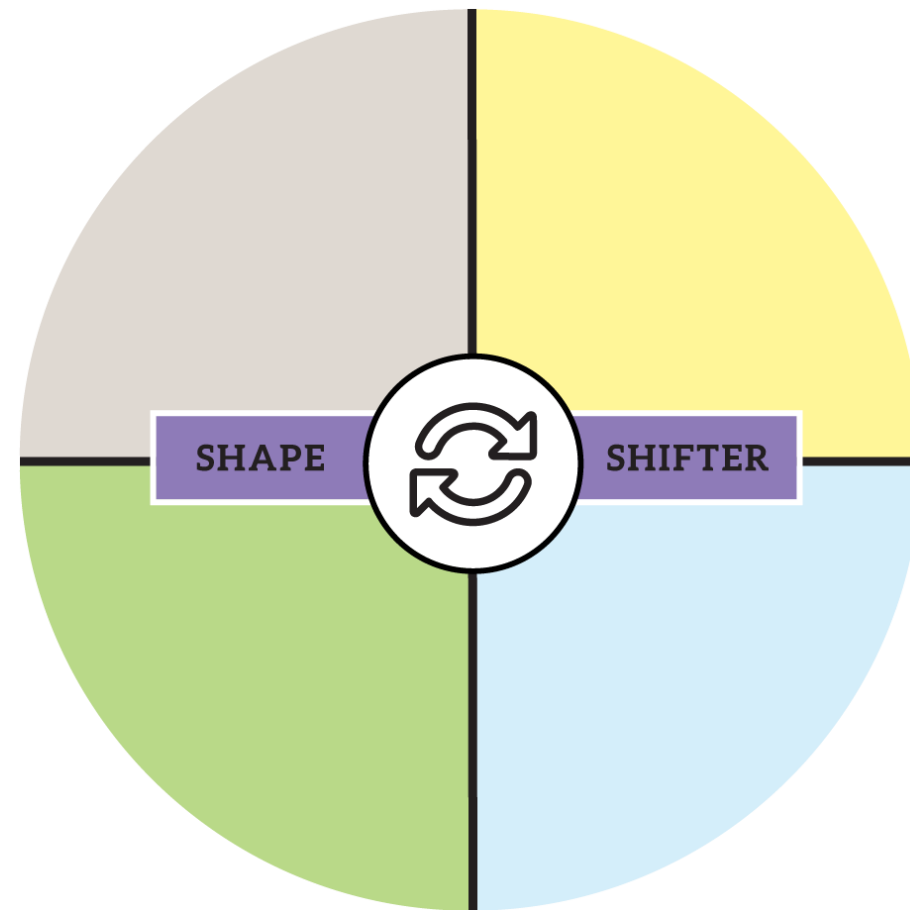
# Shapeshifter (MF/MI)

## Awareness:

- Role in group: adaptor
- Chameleon in social situations
- Accommodates
- Core value: harmony and collaboration

## Tools:

- Work out when you need to go your own way
- Don't automatically avoid difficult conversations



## Earth Leadership

- Captain/Coach
- Teams, morale, culture
- Approach: *People do their best work when they feel like they are part of a team & they're having fun*

Challenge: It's my way or the highway,

Suppressing vulnerability

low intensity ←

## Tree Leadership

- Leads by example
- Fosters strategy and optimization
- Approach: *People do their best work when you get out of their way*
- Builds productivity
- Reliable and trustworthy

Challenge: unclear expectations until they are not met, little professional development, poor communication

high frequency ↑

## Sunlight Leadership

- Vision and inspiration
- Innovation, high energy
- Approach: *People do their best work when they are energized and inspired*
- I speak for the group

Challenge: Overlooking growth in others, loss of clarity, burn out

→ high intensity

## Ocean Leadership

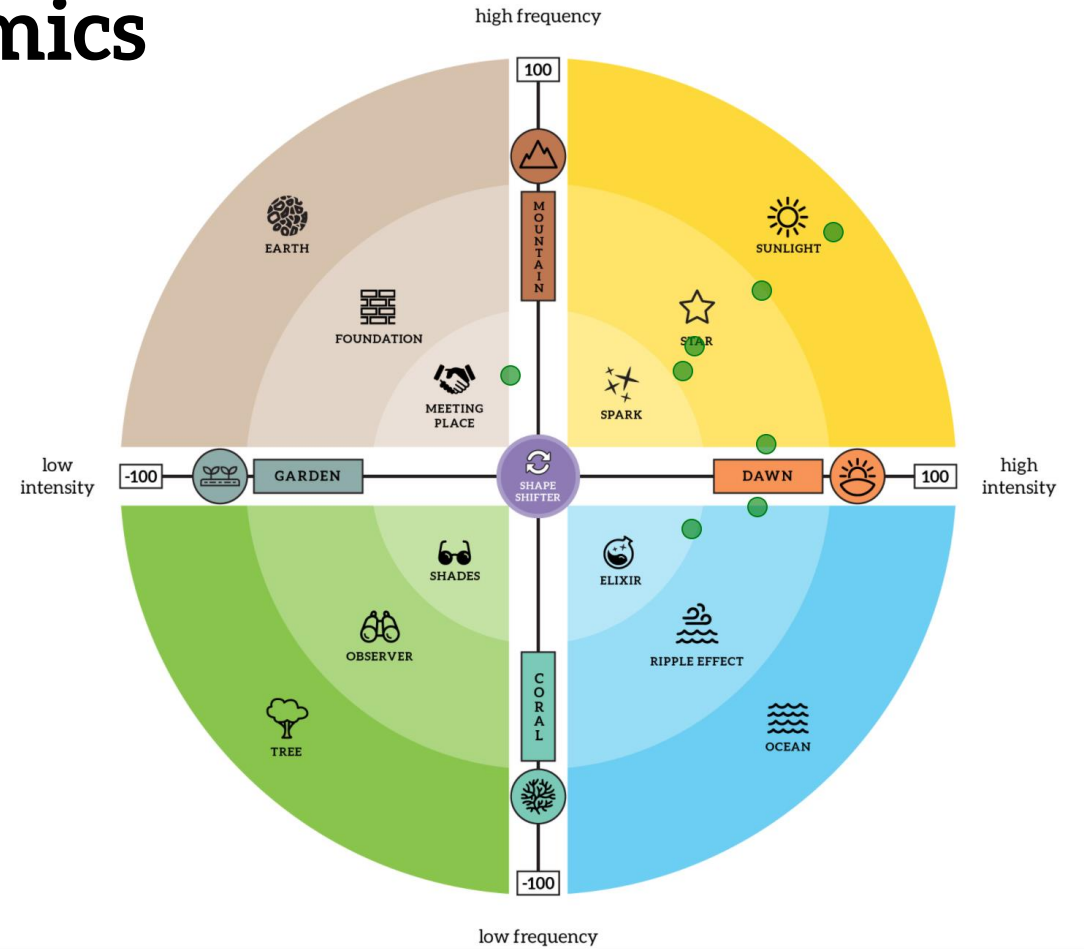
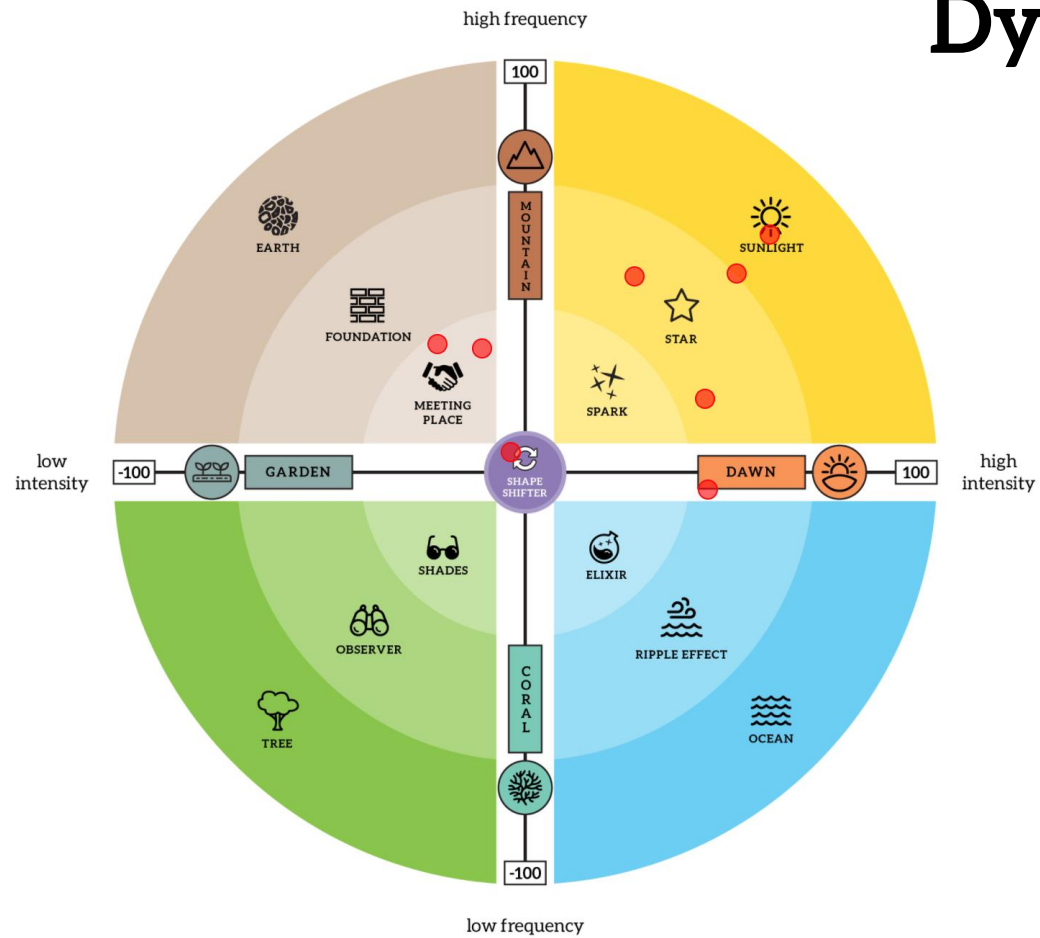
- Executive Producer
- Approach: *People do their best work when they feel valued and nurtured*
- Fosters creativity and professional development
- Makes people feel 'seen'

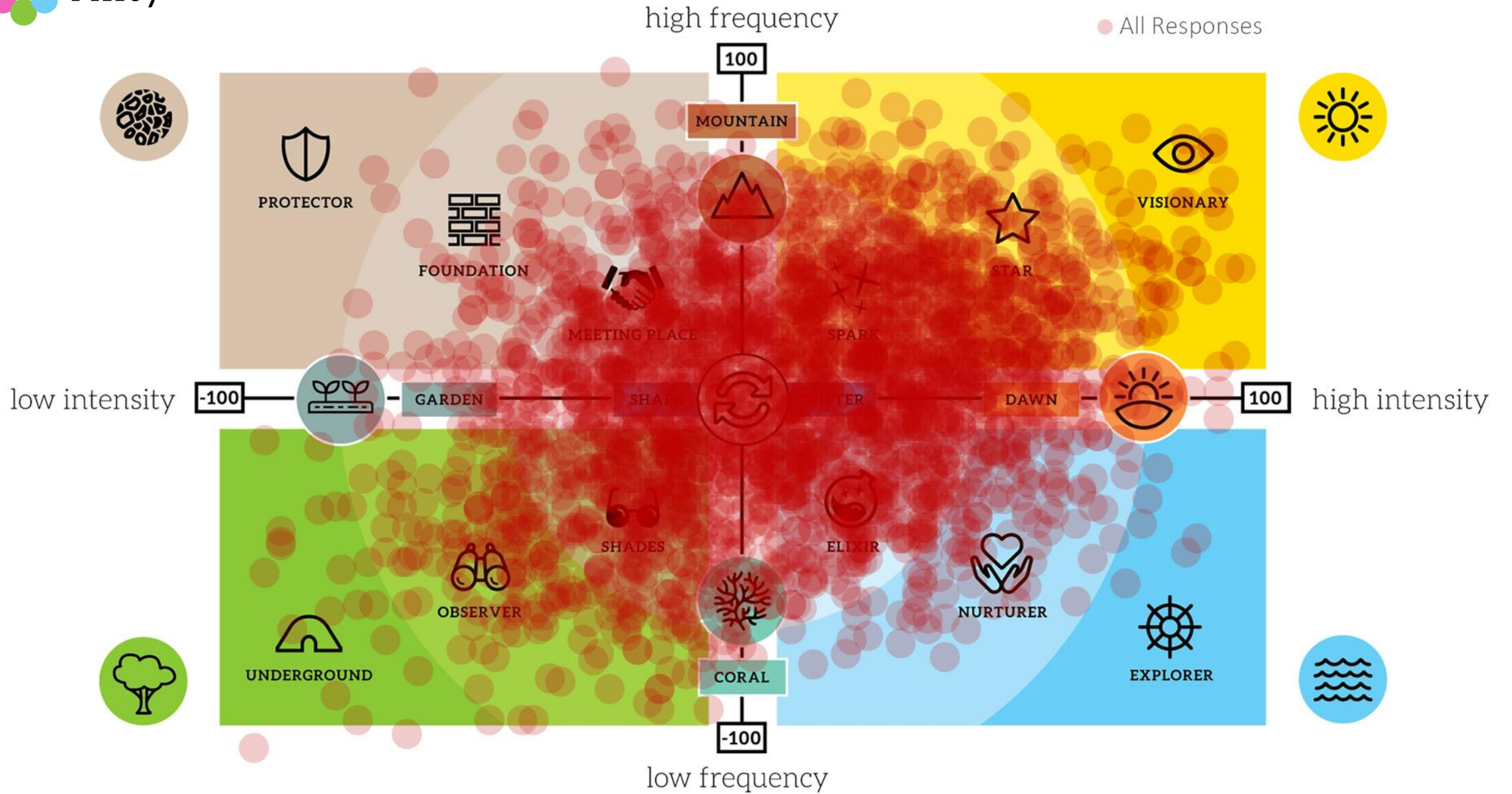
Challenge: Boundaries between personal and professional are blurred

low frequency ↓



# Team Dynamics





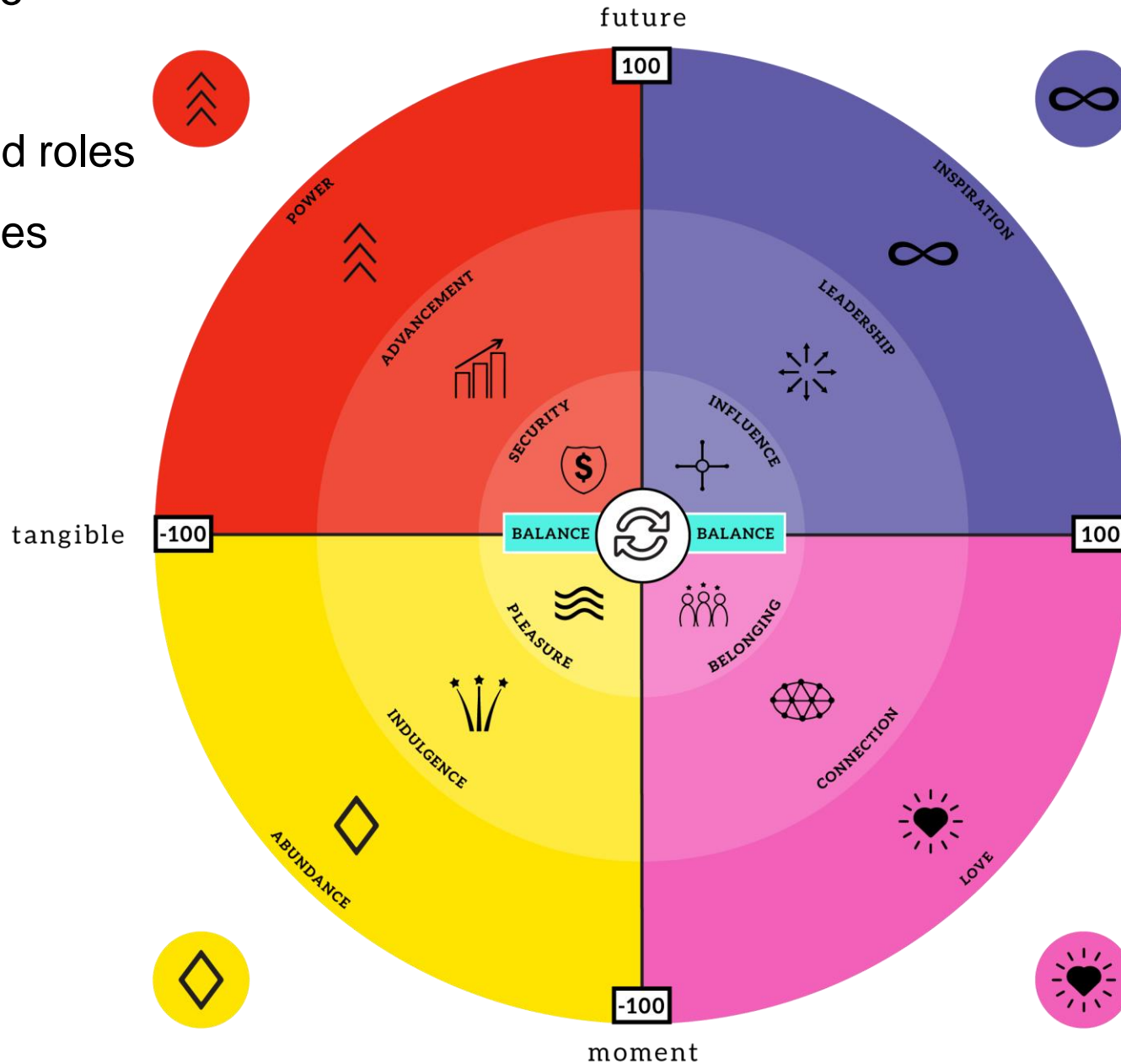
# 1. What We Do/Compass

- Direction/Purpose
- Clear objectives
- Clearly articulated roles
- Mission and values

# 2. How it feels/EQ

- Trust, respect
- Inclusion
- Diversity
- Delegation
- Foundation

# The High Performing Team



# Alignment of Vision/Goals/Action

- Performance: What success looks like: why/how
- Leadership & Learning
- Celebrating small wins

# 3. How we treat each other

- Communication
- Openness
- Psychological safety
- Coaching and feedback

3 words



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# First Impression Profile

@draliwalker | www.awalker.co | www.alitylife.com

HOW DO OTHER  
PEOPLE SEE YOU?



## FREE First Impression Profile

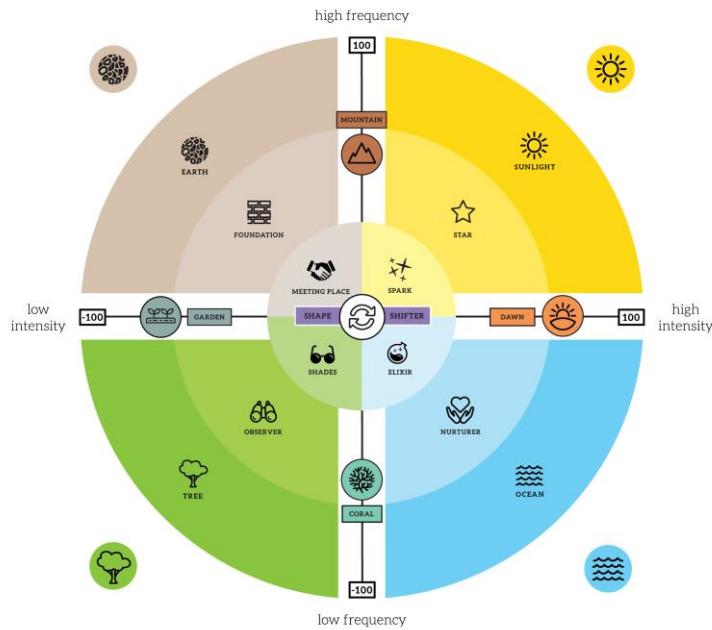
Have you ever wondered how you make people feel, or how other people see you?

Ali Walker has developed a **FREE First Impression Profile** to help you find out in **5 minutes!**

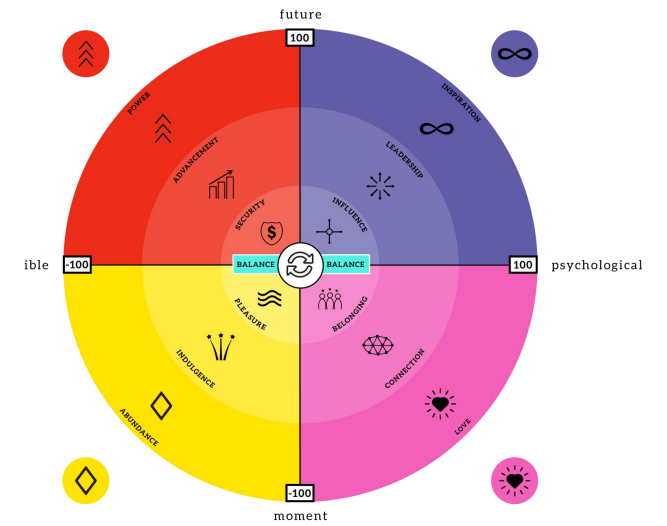
- ✓ Do people see you as a performer, a champion, or a chameleon?
- ✓ Do you come across as a storyteller or an enigma?
- ✓ Do you prefer to speak or listen?
- ✓ Are you an open book or a mystery?

Discover your **First Impression Profile** & get the most out of the next time you meet someone.

▶ **GET STARTED HERE**



**Ality**  
 Transforming Culture  
 Through Connection



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