

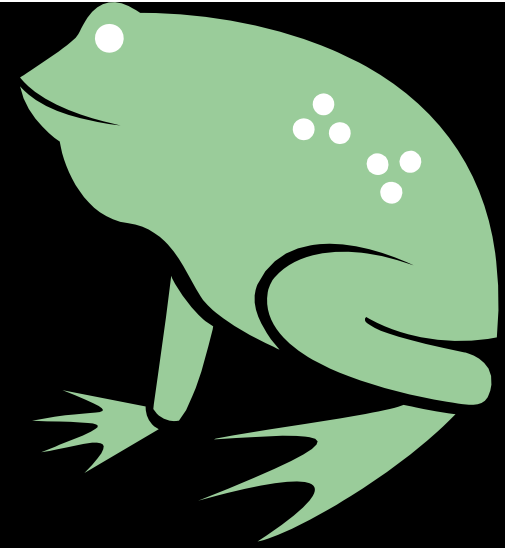
# Manimals in Discussions



# Introduction

Behaviour of certain  
persons in groups can be  
likened to animal  
characters

# The Frog



**Big mouth / Puffed-up**

**Has a lot to say about himself**

**May hinder the group's functioning as he tends to dominate discussions**

**Croaks at appropriate and inappropriate times**

**Difficult to keep him quiet**

**Creates confusion**

***Importance* –  
Sets the ball rolling**

# The Bulldog

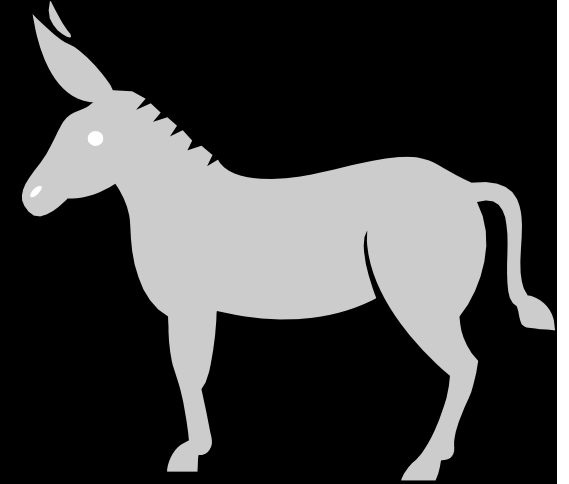


**Holds tenaciously onto his favorite theme**

**Can be irritating as he delays group discussions**

***Importance* –  
prevents group rushing over important points**

# The Donkey



**Akin to the bulldog**

**Baulks without discernible reason**

**Reluctant to go with the group**

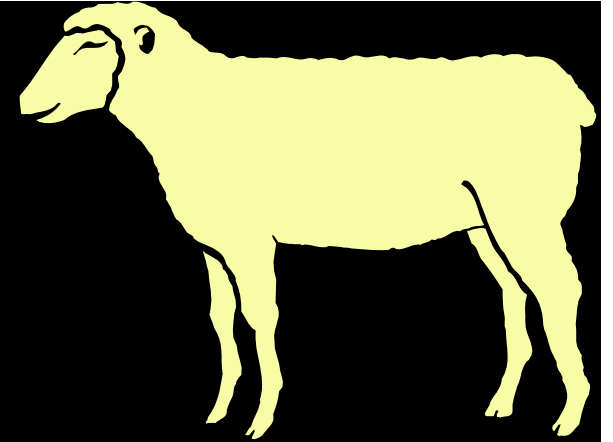
**From that point on he is immovable**

**Push him too hard and you can expect a kick**

***Importance –***

**Makes group members think a little harder on certain points**

# The Lamb



**Gentle, quite, accommodating**

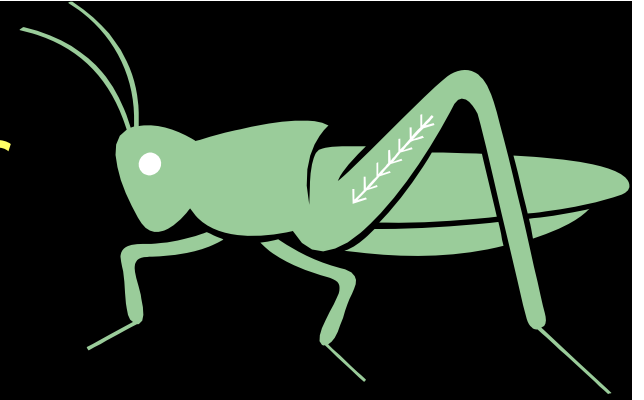
**Usually supports more dominating member of the group**

**True viewpoint of the lamb often unknown**

***Importance –***

**Creates confidence in the dominating member**

# The Grasshopper



**Opposite of the bulldog and the donkey**

**Frustrates group by suddenly changing subjects**

**Hops from one topic to another**

***Importance –***

**Helps when discussions become bogged down  
and reminds members of other matters on the  
agenda**

# The Giraffe



**Both a member and a non-member of the group**

**Somewhat aloof, never totally involved**

**His attitude leaves a way out**

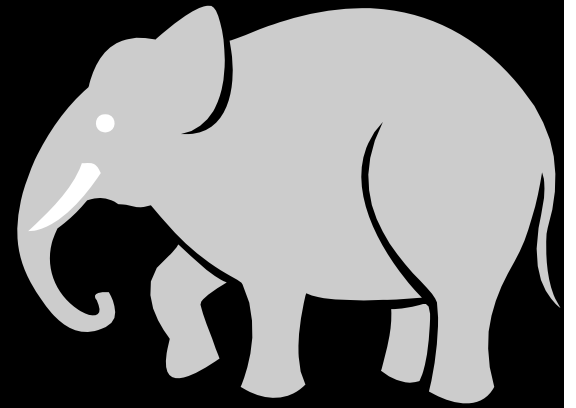
**Group cannot function properly if members remain un-involved**

***Importance –***

**Can escape if he does not want to identify with group's goal or viewpoint**



# The Elephant



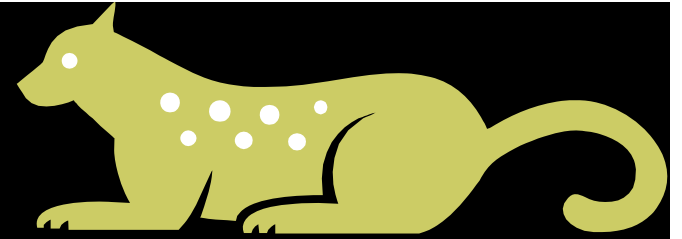
**Reliable plodder, often has nothing original to contribute**

***Importance –***

**Never forgets / loose sight of the group's goal**

**Laboriously gets the group on the right track**

# The Leopard



**He is charming, likeable but always vigilant**

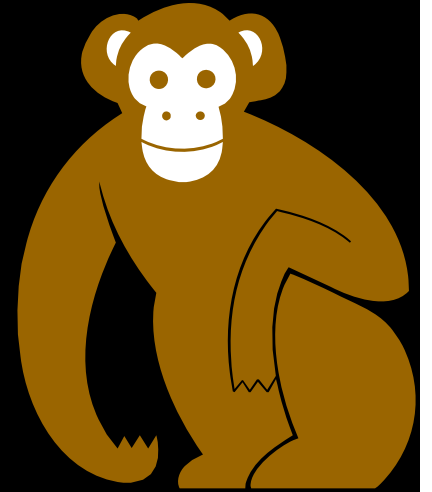
**Purrs contently until he suddenly jumps savagely on views expressed by one or more group members**

**His sudden release of energy and aggression can undermine the group's unity**

***Importance –***

**His outburst exposes hidden conflicts, hypocrisy, complacency or manipulation**

# The Monkey



**The group's entertainer, relieves tension and strive with jokes and wit**

**The monkey's tenancy to joke about everything and avoid seriousness can obstruct the group's effective function**

***Importance –***

**Such 'monkey business' is useful to defuse tension**

# Conclusion

All these characters play a vital role in discussions.

**REMEMBER** to use different character traits to your advantage when it comes to Negotiations!