

Spranger Guiding Value Passions In Personal & Professional Relationships

Knowledge

Reasoned Evidence

Finding and using evidence that is consistent with reality

Opening Doors: We will have a good relationship if you...

- ...recognize the value of my knowledge.
- ...help me discover new sources of information.
- ...help me find ways to express my knowledge as an authority.
- ...introduce me to people with similar knowledge and research goals.

Closing Doors: We will have a poor relationship if you...

- ...reject reality.
- ...counter my knowledge with opinions or beliefs.
- ...doubt the truth of my research.
- ...reject my theories, explanations, or solutions.

Slamming Doors: We have little chance of any relationship if you...

- ...prevent me from gaining knowledge.
- ...deny or make fun of my knowledge.
- ...deny my expertise.
- ...prevent me from connecting with people who share my knowledge and research goals.

Usefulness

Highest Return

Getting the greatest return from the least amount of time, money, and energy

Opening Doors: We will have a good relationship if you...

- ...respect my need for self-preservation and comfort.
- ...help me satisfy my self-preservation needs and desires.
- ...explain how something new is useful to me.
- ...Come to me for practical solutions in an emergency.

Closing Doors: We will have a poor relationship if you...

- ...waste my time, money, energy, or resources.
- ...force me into issues or activities that cause me discomfort.
- ...ask me to share my wealth while offering nothing I value in return.
- ...disrupt my efficiency.

Slamming Doors: We have little chance of any relationship if you...

- ...disrupt my systems for self-preservation.
- ...take resources away from me.
- ...create continuing discomfort for me.
- ...threaten my wealth.

Harmony

Inner Peace

Developing inner being through individual and social experiences

Opening Doors: We will have a good relationship if you...

- ...respect my passion for developing myself and creating harmony in my life.
- ...help me nurture and use all of my talents.
- ...allow me to express my feelings, moods, and impulses.
- ...admire my individuality.

Closing Doors: We will have a poor relationship if you...

- ...disrupt the harmony and balance in my life.
- ...use only logical evidence with me.
- ...prevent me from enjoying easygoing social relationships.
- ...make me think about world events I find unpleasant.

Slamming Doors: We have little chance of any relationship if you...

- ...sabotage my self-development.
- ...destroy my expressions of harmony.
- ...expose me to ugliness and discomfort.
- ...prevent me from expressing my experiences.

Belief

Righteous Living

Expressing highest values and trying to fill others with the same values

Opening Doors: We will have a good relationship if you...

- ...respect my belief.
- ...include references to my belief in our conversations.
- ...accept my need to follow the tradition of my belief.
- ...respect my need to work for causes that express my belief.

Closing Doors: We will have a poor relationship if you...

- ...question the validity of my belief.
- ...question my belief values.
- ...question my need to define my experiences according to my belief.
- ...question my inner revelations.

Slamming Doors: We have little chance of any relationship if you...

- ...prevent me from living my belief.
- ...laugh at the highest values of my belief.
- ...laugh at the traditions of my belief.
- ...prevent me from working for causes that express my belief.

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Helping

Social Loyalty

Nurturing individuals and groups
for societal gain

Opening Doors: We will have a good
relationship if you...

- ...respect my need to help other people.
- ...point me towards opportunities to help
people in need.
- ...tell me about resources I can use to help
people in need.
- ...express admiration for what I do to help
people in need.

Closing Doors: We will have a poor
relationship if you...

- ...stereotype people in need negatively.
- ...focus only on the bottom line.
- ...make fun of causes that help people in
need.
- ...stereotype causes that help people in
need.

Slamming Doors: We have little chance of
any relationship if you...

- ...create rules and procedures that harm
people in need.
- ...make decisions that are insensitive to
pain and need.
- ...take actions that are insensitive to
pain and need.
- ...hinder my ability to create a system of
lasting ties.

Position

High Status

Advancing individual position and status
for personal gain

Opening Doors: We will have a good
relationship if you...

- ...respect my need to lead.
- ...point me toward opportunities to
improve my position.
- ...accept my leadership.
- ...respect my beneficial alliances.

Closing Doors: We will have a poor
relationship if you...

- ...question my superiority.
- ...threaten my position and power.
- ...prevent me from advancing.
- ...disrespect the chain of command.

Slamming Doors: We have little chance of
any relationship if you...

- ...sabotage my strategies to advance.
- ...sabotage my position and power.
- ...sabotage my beneficial alliances.
- ...expose my pretenses.