Your CODE Communication Playbook

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Start here

Your free CODE profile told you who you are. This Playbook tells you what to do next.

One promise before you start: your type is not your destiny. It describes your defaults — the place you go first, especially under pressure. It doesn't set a ceiling on who you can become. And no type is better than another. Every high-performing team needs all four.

Read your own type's Playbook first, starting with your sabotage pattern. Then pick one person you find hard to reach and turn to the friction pairing that fits.

The Connector Playbook

You lead with relationship, and the people around you are the reason things move. Your growth edge is giving that warmth a container, so it lands every time.

1. You at full strength

You make people feel seen — and feeling seen is the foundation of almost every good professional outcome. You think best out loud. You read the emotional temperature of a room before you've consciously noticed it. When a relationship is at risk, you move towards it, fast.

- **Driven by:** connection, possibility, momentum, recognition
- **You bring:** energy, trust, optimism and the ability to open almost any door
- **The feedback you wish you heard more:** "the relationship you built made this possible"

2. Your sabotage pattern

You shrink to protect others' comfort. When holding a standard feels like it might damage the relationship, you soften the message — and soften it again — until the meaning is gone and the standard has quietly dropped.

It comes from a good place. But silence isn't kindness. Avoidance is delayed harm: the other person misses the feedback they need, and you carry the resentment.

Your identity shift: from *"I am someone who softens the truth to protect people"* to *"I am someone who loves people enough to tell them the truth."*

Say this statement aloud every morning for 21 days.

3. Your confidence

	For you
Built by	Strong relationships, team harmony, being appreciated and seen
Drained by	Conflict, isolation, feeling disliked or unseen
Rebuild with	A one-to-one reconnection, genuine appreciation, repairing a strained relationship

4. Your three friction pairings

You and…	What happens	Your bridge
an Organiser	You move before the plan is ready; they won't move until it is. You read them as a blocker; they read you as reckless.	Go to them before you move: "Help me find the version of this that's executable."
a Detail-Oriented	You trust the relationship to cover the gaps; they trust the data. Their caution looks like lack of confidence; your speed looks careless.	Ask them: "What's the one thing I most need to know?" — and read that part properly.
an Effervescent	High energy, warm and creative — but you both move fast and nobody closes the loop.	Bring an Organiser or Detail-Oriented colleague in deliberately as the finisher.

5. How you come across

Your natural signal is high warmth: open gestures, lots of nodding and mirroring. Connectors and Effervescents love it. Organisers and Detail-Oriented colleagues can misread it as a lack of authority — "they're nice, but are they serious?"

Your correction: with O and D types, keep the warmth but add vocal steadiness and less movement, especially when you're setting a standard.

6. Reaching the other three types

- **Organiser:** give the structure first — what you're covering and what you need from them. Follow up in writing. Try: *"I want to make sure we're aligned before we move — can we confirm who's doing what by when?"*

- **Detail-Oriented:** lead with evidence, then the conclusion. Give them time to review. Try: *"I'll send this over now and we can talk tomorrow — I'd value your read on the risks."*
- **Effervescent:** open with the big picture and engage with their ideas before you weigh them. Try: *"That's interesting — tell me more. Which of these has the most potential?"*

7. Your 7-day practice

- [ ] **Day 1:** Write down the conversation you've been softening or avoiding longest.
- [ ] **Day 2:** Say your identity statement aloud morning and evening. Start today.
- [ ] **Day 3:** Ask a Detail-Oriented colleague: "What's the one thing I most need to know from your last update?"
- [ ] **Day 4:** Before your next idea goes public, take it to an Organiser first.
- [ ] **Day 5:** Plan the avoided conversation: context, listen first, the evidence, ask what would help, agree a next step.
- [ ] **Day 6:** Have the conversation. Hold the standard and the relationship together.
- [ ] **Day 7:** Write three Evidence Log entries — moments this week you were warm *and* clear.

The Organiser Playbook

You build the structure everyone else relies on, and your wins are often invisible because they went right. Your growth edge is knowing when to hold the plan lightly and launch.

1. You at full strength

You always know what's missing. You think in systems — the dependencies, the sequence, what happens downstream. You finish what you start, send the follow-up, and remember what was actually agreed. When you say you'll do something, it gets done.

- **Driven by:** clarity, structure, reliability, measurable outcomes
- **You bring:** execution, accountability, planning, and the infrastructure everything else stands on
- **The feedback you wish you heard more:** "we wouldn't have landed this without what you built"

2. Your sabotage pattern

You over-prepare and never launch. One more plan, one more system, one more scenario. Launch is always the next milestone — and the team waits for a readiness that never fully arrives.

Your rigour is a gift. But some situations need a person who can put the plan down and respond to what's in front of them.

Your identity shift: from *"I am someone who is not yet ready"* to *"I am someone who acts with what I have and learns in motion."*

Say this statement aloud every morning for 21 days.

3. Your confidence

	For you
Built by	Clear systems, visible progress, order restored from chaos
Drained by	Chaos, ambiguity, unfinished work, unclear next steps
Rebuild with	One task you can complete today, a restored process, a clear next step

4. Your three friction pairings

You and…	What happens	Your bridge
a Connector	You need the plan before the call; they want the call first. You read them as reckless; they read you as a blocker.	Acknowledge their instinct before you ask for the plan: "I love where this is going — here's what we need so it lands."
an Effervescent	They reframe the plan mid-way; you've built everything around it. The most common high-friction pairing.	Ask them to bring a change to you before the pivot, not during it — and build some flex into your plans.
a Detail-Oriented	Natural allies on process and quality. The risk: together you over-engineer and miss the window.	Set a decision date and keep it: "We review the data by Tuesday and decide Wednesday, regardless."

5. How you come across

Your natural signal is controlled: a steady tone, little movement, a deliberate pace. Detail-Oriented colleagues trust it. Connectors and Effervescents can misread it as cold, withholding or disapproving — "they seem annoyed with me."

Your correction: before the structured content, add a warm opener — a genuine smile, a varied tone, a moment of personal contact.

6. Reaching the other three types

- **Connector:** start with the relationship, not the agenda — even 30 seconds. Frame feedback around its impact on people. Try: *"Before I get into the detail — how are you finding things at the moment?"*
- **Detail-Oriented:** share the evidence before your recommendation and give them time. Try: *"Here's the data behind this. Can we talk once you've looked at it?"*
- **Effervescent:** give the vision before the plan, and keep it moving. Try: *"Here's where this could take us. What angle are you seeing that I'm not?"*

7. Your 7-day practice

- [ ] **Day 1:** List everything you're "still preparing". Circle the one that's ready enough now.
- [ ] **Day 2:** Say your identity statement aloud morning and evening. Start today.
- [ ] **Day 3:** Set a public launch date for the circled item. Tell one person.
- [ ] **Day 4:** Open your next meeting with one minute of personal contact before the agenda.
- [ ] **Day 5:** Ask an Effervescent colleague for one idea — and listen to the whole thing before evaluating it.
- [ ] **Day 6:** Launch, or take the first visible step.
- [ ] **Day 7:** Write three Evidence Log entries, including one thing you built that nobody noticed.

The Detail-Oriented Playbook

You see what others miss, and your caution is the reason progress doesn't have to be undone. Your growth edge is packaging your rigour so the room can receive it — headline first.

1. You at full strength

Accuracy isn't a preference for you; it's a value. You go deep where others skim. When you raise a concern, you've usually checked it, cross-referenced it and considered the counter-argument first. You catch the clause, the risk or the inconsistency before it becomes a crisis.

- **Driven by:** accuracy, thoroughness, quality, doing things properly
- **You bring:** quality control, risk management, and the catches nobody else makes

- **The feedback you wish you heard more:** "you saved us from something that would have cost us dearly"

2. Your sabotage pattern

Analysis paralysis. You wait for complete information that never fully arrives. Decisions get deferred, feedback arrives too late to help, and the team is held in a waiting pattern.

You don't need to become less rigorous. You need a clear point at which the evidence is good enough to act.

Your identity shift: from *"I am someone who needs complete information"* to *"I am someone who acts wisely on the best available evidence."*

Say this statement aloud every morning for 21 days.

3. Your confidence

	For you
Built by	Full information, accuracy confirmed, competence recognised
Drained by	Incomplete data, being rushed, feeling seen as wrong
Rebuild with	Time to research, space to prepare, acknowledgement of your accuracy

4. Your three friction pairings

You and…	What happens	Your bridge
a Connector	You raise a risk; they hear a blocker. Your caution reads as pessimism; their speed reads as carelessness.	Lead with the headline, then offer the detail: "The one thing you need to know is X. I have the rest if you want it."
an Effervescent	They generate ideas faster than you can safely evaluate them. Your hesitation looks like lack of imagination.	Say "the direction is right — here's the version that's ready" instead of only "it's not ready".
an Organiser	Natural allies on process and quality. Together you can be so thorough you miss the window.	Agree a decision date in advance and hold to it.

5. How you come across

Your natural signal is precise: careful wording, a flat tone, little eye contact while you're thinking. Organisers trust it. Connectors and Effervescents can misread it as disengagement or criticism — "they don't like me, or they think I'm wrong."

Your correction: add more variety to your voice, and make deliberate eye contact at the end of each point.

6. Reaching the other three types

- **Connector:** open with a moment of genuine contact, and let them know you've heard their idea before raising concerns. Try: *"I can see why this matters to you. Can I share one thing I want to make sure we've covered?"*
- **Organiser:** give your structure up front and put agreements in writing. Try: *"Three points, five minutes, and I need a decision on the second one."*
- **Effervescent:** start with the big picture and engage before you evaluate. Try: *"The instinct is right. Here's what we have that's ready now."*

7. Your 7-day practice

- [ ] **Day 1:** Name one decision you've been deferring until you "have more information".
- [ ] **Day 2:** Say your identity statement aloud morning and evening. Start today.
- [ ] **Day 3:** Write down what "good enough to decide" means for that decision, and set a date.

- [ ] **Day 4:** Rewrite your next update so it opens with a one-line headline.
- [ ] **Day 5:** Raise one concern as a question: "I noticed something that might matter. Can I share it?"
- [ ] **Day 6:** Make the deferred decision on the evidence you have.
- [ ] **Day 7:** Write three Evidence Log entries, including one catch that prevented a problem.

The Effervescent Playbook

You find the angle nobody else tried, and your energy breaks the logjam. Your growth edge is seeing things through to the point where they compound.

1. You at full strength

You refuse to accept that the frame a problem arrived in is the only one available. You think in webs, not lines — one idea sparks another, and the connections you make are ones linear thinking can't reach. You're comfortable starting before the picture is complete. When you're excited, the room lifts.

- **Driven by:** novelty, creative possibility, energy, making an impact
- **You bring:** creative breakthroughs, momentum, and ideas nobody else had
- **The feedback you wish you heard more:** "that reframe changed everything"

2. Your sabotage pattern

You abandon at 60–70%. Once something is no longer new, it stops feeling worth sustaining. You launch brilliantly — and leave just before the compounding begins, while others finish the last thing.

This isn't laziness. It's a mind always partly pointed at what's next. The fix is building in what doesn't come naturally: the midpoint check-in and the closed loop.

Your identity shift: from *"I am someone who generates brilliant starts"* to *"I am someone who sees things through to the compounding point."*

Say this statement aloud every morning for 21 days.

3. Your confidence

	For you
Built by	Momentum, new ideas, visible energy, connection to the vision

	For you
Drained by	Routine, stagnation, no visible forward movement
Rebuild with	Reconnecting to the vision, a quick visible win, a conversation that matches your energy

4. Your three friction pairings

You and…	What happens	Your bridge
an Organiser	You reframe the plan mid-way; they've built everything around it. The most common high-friction pairing.	Take the change to them before the pivot, not during it: "Here's what I'm seeing. How do we adapt without breaking what you've built?"
a Detail-Oriented	You need to move before the picture is complete; they can't move until it is. Each reads the other as obstructing.	Ask: "Which of these directions holds up best?" — and respect their review time.
a Connector	Warm, creative, high energy — but you both move fast and nobody closes the loop.	Name a finisher on day one, usually an Organiser or Detail-Oriented colleague.

5. How you come across

Your natural signal is big: high energy, a fast pace, expansive gestures. Connectors love it. Organisers and Detail-Oriented colleagues can misread it as unreliable — "the data doesn't match the enthusiasm. Which one is real?"

Your correction: with O and D types, slow down, lower your tone, and lead with one specific fact before the energy.

6. Reaching the other three types

- **Connector:** match their warmth and ask about the people involved. Try: *"Who else do you think should shape this before it goes wider?"*
- **Organiser:** bring the sequence, not just the vision, and give advance notice. Try: *"Here's the idea, here are the three steps, and here's what I need from you by Friday."*
- **Detail-Oriented:** share the evidence first and give them time to review. Try: *"I've sent you the numbers behind this. Can we talk tomorrow once you've had a look?"*

7. Your 7-day practice

- [ ] **Day 1:** List everything you've started in the last three months. Mark each one: finished, parked or drifting.
- [ ] **Day 2:** Say your identity statement aloud morning and evening. Start today.
- [ ] **Day 3:** Pick one drifting item and name a finisher who'll work alongside you.
- [ ] **Day 4:** Before your next pivot, run it past an Organiser first.
- [ ] **Day 5:** Hold back one new idea today. Write it down for later instead.
- [ ] **Day 6:** Close one loop completely — the last 10% included.
- [ ] **Day 7:** Write three Evidence Log entries, including one thing you saw through to the end.

When your confidence drops: the Confidence Reset

When your confidence drops, take these seven steps in order:

1. **Name it:** "I'm feeling [state] because [trigger]. This is Growth Syndrome — the feeling of growing past my current picture of myself."
2. **Pause:** three slow breaths. Name three things you can see.
3. **Evidence:** read three entries from your Evidence Log — moments you led at your best.
4. **Identity:** say your identity statement aloud (it's in your report).
5. **Type check:** what does your type need right now? Give yourself that.
6. **Minimum action:** one small, completable step.
7. **Re-engage:** go back to the work when you feel ready enough, not fully confident.

The question to carry everywhere: *before I respond, what does this person need from me right now?*

Next step: if you lead a team, the C3 Leadership book and Workbook take this into confidence, communication and culture. mycodeprofile.com