

The Extreme Fundraising Ezine, Vol. II Issue 19

Welcome to the September 21st edition of Extreme Fundraising!

In the previous issue of Extreme Fundraising, I said we'd come to the end of our abilities series. But in reviewing what we'd covered since we started in March, I realized we hadn't looked at how the driving abilities of classification and concept organization affect our approach to problem solving. We'll do that in this issue. Then in the next issue I'll attempt to summarize all we've learned in the series!

All the previous issues in this series are available in the archives at <http://fundraisingcoach.com/ezine.htm>.

I. Driving Abilities: Problem Solving

II. Special Pricing for the Highlands Ability Battery

III. The Fundraising Coach's "Fundraising 101"

I. Driving Abilities: Problem Solving

Just as we saw four profiles emerge from the Personal Style abilities, there are four profiles that come with the combination of the Driving Abilities of Classification and Concept Organization.

CONSULTATIVE

People high in both classification and concept organization fit the "consultative" problem solving style. Not only do these people thrive in a chaotic environment and love solving problems (high classification), they are also very effective at communicating the solutions to the problems (high concept organization). They are able to walk into a situation, identify the problem, and explain some logical solutions. Consultative people are much more comfortable with the big picture and explaining the big picture to others. Because they thrive on challenges and change, these are *not* the folks you'd want to implement the solution, nor would they want to do it if you asked them too.

EXPERIENTIAL

People low in both classification and concept organization are considered "experiential" problem solvers. They are naturally wired to be patient with process and allowing people to grow at their own pace (low classification). They can also act decisively and quickly since they don't have a pressing need to work through all the steps of a solution (low concept organization). Experiential problem solvers may well be the fastest problem solvers in a group. They may take a little longer on the front-end but once they've experienced a problem, they are quite adept at applying what they've learned to similar problems. They may not be able to explain how they got to the solution, but the solution usually fits. And, because they tend to be patient with people and process, they can be terrific implementers.

This is probably the ideal executive or managerial problem solving type. Given their ability to apply past experiences to present situations, it may be advisable for people with this combination to get as much varied work experience as possible early on in their careers.

DIAGNOSTIC

People high in classification and low in concept organization are considered “diagnostic” problem solvers. They like a fast, seat-of-your-pants work pace (high classification) and are able to go into a situation and “just know” what is going on. It’s as though they grab the answer out of thin air. The low concept organization helps them to identify a problem even more quickly, since they don’t have a need to work through all the steps of the process. But diagnostic problem solvers aren’t naturally adept at articulating what they see (low concept organization). They can do it; they just need to give themselves adequate time.

ANALYTICAL

Finally, people low in classification and high in concept organization are called “analytical” problem solvers. As people low in classification, they aren’t going to rush into a situation and quickly try to fix it. They’re much more comfortable with a stable work environment and with structure (low classification). They are good listeners and can be very accepting. Because they naturally create systems and structures (high concept organization), analytical problem solvers are very good at researching a problem in depth.

****IMPLICATIONS FOR FUNDRAISING****

We need all four problem solving types in our fundraising effort. The analytical problem solvers might be very good at ferreting out a longstanding dysfunction that’s affected donors and staff members in an organization over a period of years. The consultative problem solver can quickly see what needs work and explain it well, but others will be better suited to implement it.

There are so many possible implications but let’s look at a capital campaign. A diagnostic or consultative type may accurately identify the items needed in a capital campaign. But you’ll want an analytical person drawing up the blueprints. And you’ll probably want an experiential problem solver at the helm to make the plan a reality. When the going gets tough, they often won’t get as flustered as others. That is a definite asset in a campaign!

****WHAT ABOUT YOU?****

I hope these problem solving styles are as helpful to you as they were to me. Let me know what you think by sending me an email at: marc@fundraisingcoach.com.

II. Special Pricing for the Highlands Ability Battery

As I announced in the previous issue of Extreme Fundraising, I’m offering a 20% discount on the Highlands Ability Battery to all Extreme Fundraising readers. The Battery is *the* single most effective assessment I’ve taken. Rather than assessing your perceptions of your interactions, the Battery records your actual performance on real-life work samples. Based on these results, it assesses how high or low you are in 19 separate natural abilities! (We’ve only looked at the first ten in this series.)

After completing the 3-4 hour Battery, you receive a 20+ page report on your results *and* a 2-hour feedback session with me. The feedback session is designed to help you process the results and create strategies to immediately apply those results to your life.

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The Battery normally costs \$400 but any reader of this ezine is entitled to a 20% discount making the total cost only \$320. If you want to have your team of 10 or more do the Battery, I can bring the investment down to only \$250 per person.

III. The Fundraising Coach's "Fundraising 101"

Today was the day of my brand new seminar "**Fundraising 101**." What an information packed three hours! I'm pleased to announce that CharityChannel University (<http://www.charitychannel.com/cu>) has asked me to teach this to their students next quarter!

I'd love to see you join me in the CharityChannel University. But I'd also be willing to teach this material to a small group of 5-8 colleagues for only \$55 each. That's 31% off the CharityChannel University fee. Since this will be offered by conference call, you and your colleagues would receive all the benefit of a course without having to leave your desks! Send me an email at marc@fundraisingcoach.com if this option interests you.

The next seminar in my Nonprofit Fundraising Institute at CMCC is "Asking for Money" on October 19th. The complete listing of all the seminars in this series can be found on my site at: <http://fundraisingcoach.com/cmccfreinstitute.htm>.

To your extreme fundraising success!

Marc

Marc A. Pitman is an executive coach to nonprofit leaders. An expert in helping people identify their natural abilities, he provides his coaching and training clients with down-to-earth information that decreases stress and puts the "fun" back into fundraising!

The Extreme Fundraising Ezine is a free newsletter of The Fundraising Coach. Pass it on!

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