

FOR THE PEOPLE

"UNLOCKING THE POWER OF WORK
CULTURE FOR SUCCESS"

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"Building Leaders. Transforming Organizations. Igniting Purpose"



THE PEOPLE

- The Underdog

(Does not meet / Needs improvement)

- The Fully Meets

- The High Performer

- The "Money bag" crew

- The drainers

- Positive Toxicity

- The Hazmat Team

- The Swingers

Identifying and properly managing the different groups have a direct impact on the Culture

Profile***Core Traits******Leadership Focus***

| | | |
|-------------------|---|--------------------------------------|
| The Underdog | Overlooked, underestimated, driven by grit | Empower early, give visibility |
| Fully Meets | Consistent, reliable, often stuck in comfort zone | Recognize quietly, invite growth |
| High Performer | Exceeds expectations, self-motivated, influential | Coach beyond output, stretch wisely |
| Money Bag Crew | Incentive-driven, pragmatic, transactional | Align incentives with values |
| Positive Toxicity | High-functioning with poor behavior or attitude | Confront behavior, not just output |
| Hazmat Team | Consistently toxic, disengaged, morale destroyer | Protect the team, enforce boundaries |
| The Swingers | Opportunistic, loyalty-neutral, adapts to advantage | Anchor them to values and trust |