

LCPs Elected

NOVEMBER NEC: PART 2

Selecting an EB

aiesecushub.org/nec-lcps



Think it twice

Selecting your Vice Presidents is one of the most relevant milestones in your LCP experience. Think about it, you will spend more than a year working directly with this people, you are trusting them to be the ones leading by example in your LC and allow it to elevate in every single way compared to the previous Executive Board.

They should be people you can trust to work with, to tell feedback and receive it back, to have fun, to be together in the good and in the bad.

It's like choosing which babies to have as a father/mother for a year!

BEFORE ANYTHING!

*HERE ARE SOME THINGS TO TAKE IN COUNT
FOR CONSIDERING YOUR FUTURE VPs*

TIPS TO CONSIDER FOR YOUR VPs

PREFERRED PROFILE FOR OPERATIONS:

Someone competitive, hard worker, extroverted and knows how to delegate and work in team. Try to place your best profile in your focus operational product (usually OGV). When IGT is in the first stages, the results usually come from the VP, so try to prioritize your teamworkers.

PREFERRED PROFILE FOR FINANCE:

Someone organized, structured and with a great sense of time and deadline fulfillment. The load of work is usually not super high in terms of routines and the day-by-day work.

PREFERRED PROFILE FOR TM:

People who cares about people, about members, is good relating with other people in a friendly way (not directly too operational) and can synergize.

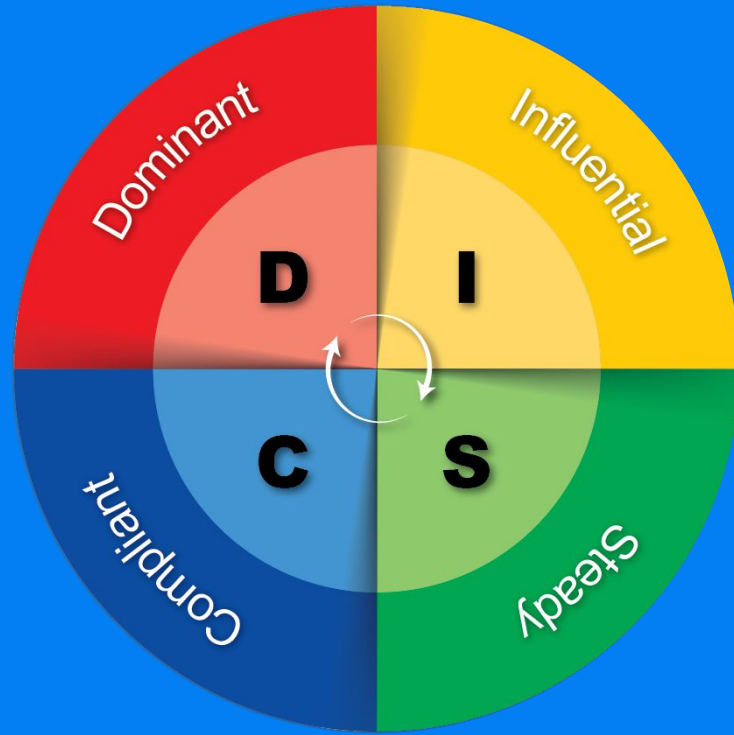
PREFERRED PROFILE FOR MKT:

People that can work well with your OGX, you might think about this one once your OGX VPs are set. Skills in designing are very well appreciated

PREFERRED PROFILES:

1. Person in the 2nd semester of the Freshman year or in Sophomore year. Junior or Seniors can still work but are not preferred.
2. People who is only studying right now. If they study, work AND do AIESEC, the schedules are gonna be messy.
3. People who has some experience already in the organization and you know they work hard
4. People who can afford in general to attend conferences if your LC can't subsidy everything and parents or university is not too restrictive

***USE PERSONALITY TESTS TO
KNOW HOW TO TAKE OUT
THE BEST OF YOUR
APPLICANTS!***



DISC TEST

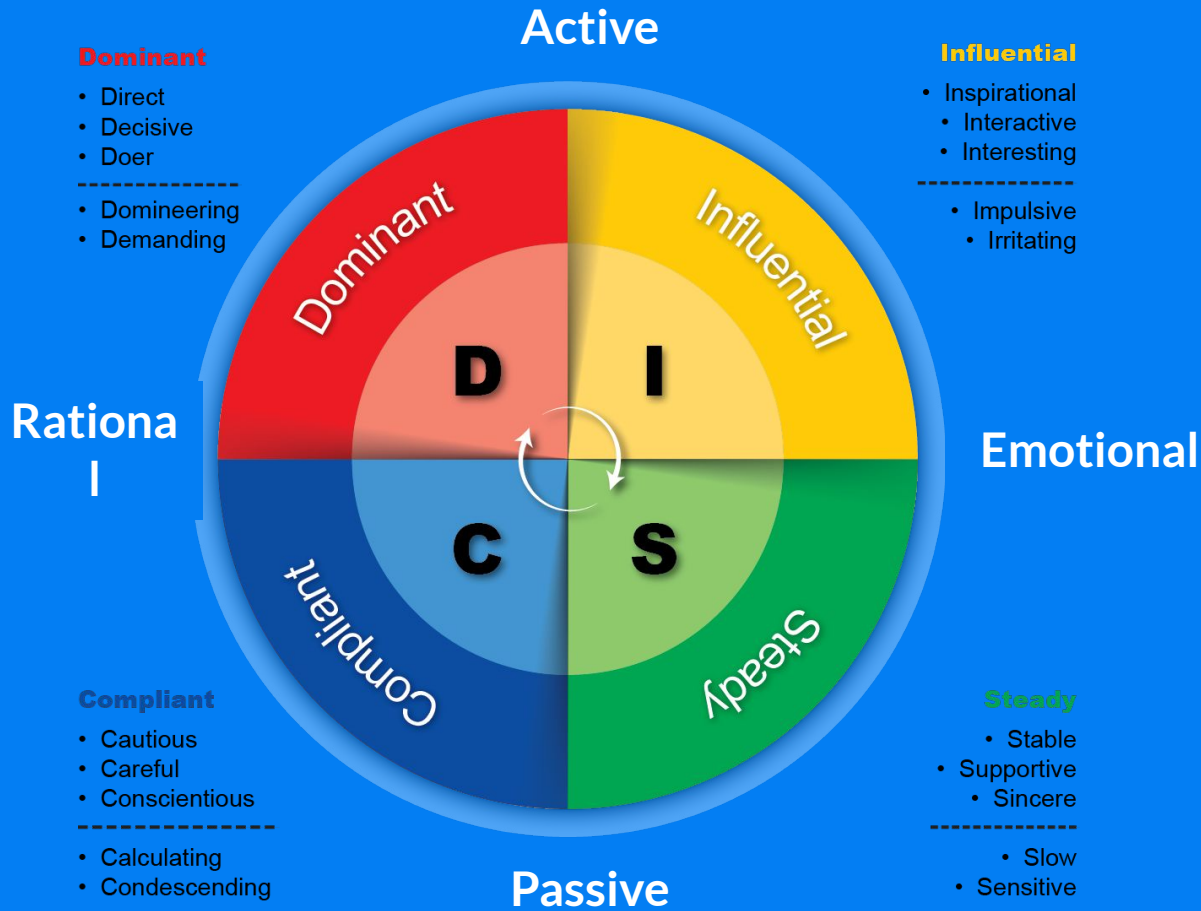
TAKE THE TEST HERE

<https://app.cloverleaf.me/take-disc>

DISCLAIMER

The profile you get with the highest score doesn't mean you're 100% like this, is just the general trend of your personality, everyone has a mix of all profiles but with different levels and with general trends.

A person can switch his/her profile after intense and long experiences (but not drastically, just a bit).



**Now let's read it in
another way**

Active

- Competitive as fuck -
- No filter when talking -
- Like things THEIR way -
- 3+ can get toxic -
- Stingy -
- IMPATIENT -

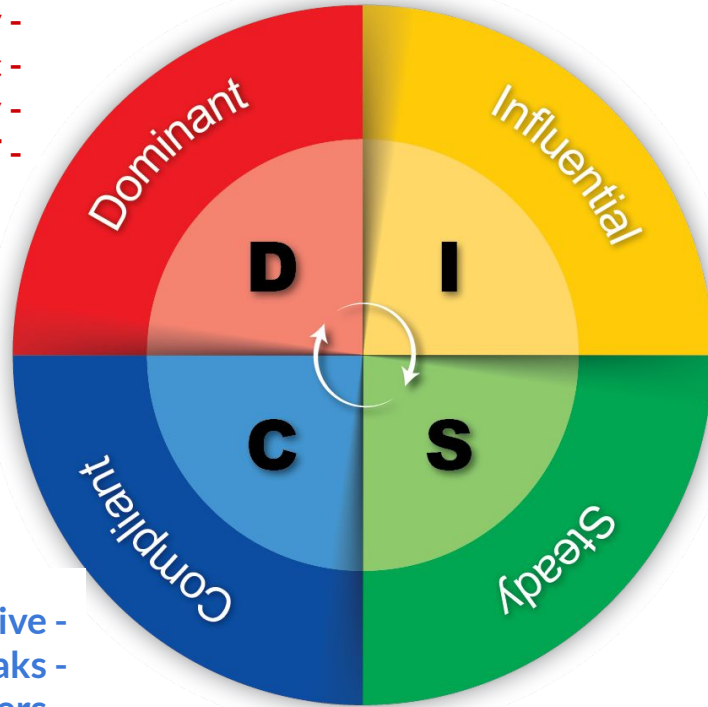
CONTROL

Rational

- Attention whores
- They can sell you a bag of trash
- Gossipers tee-hee
- Don't think before talking
- Faster than light to spread stuff

RECOGNITION

Emotional



Passive

- Indecisive -
- Data freaks -
- Hard to trust others -
- Easy to buy excuses -
- Prefer the safe way -
- Detail-oriented -

QUALITY

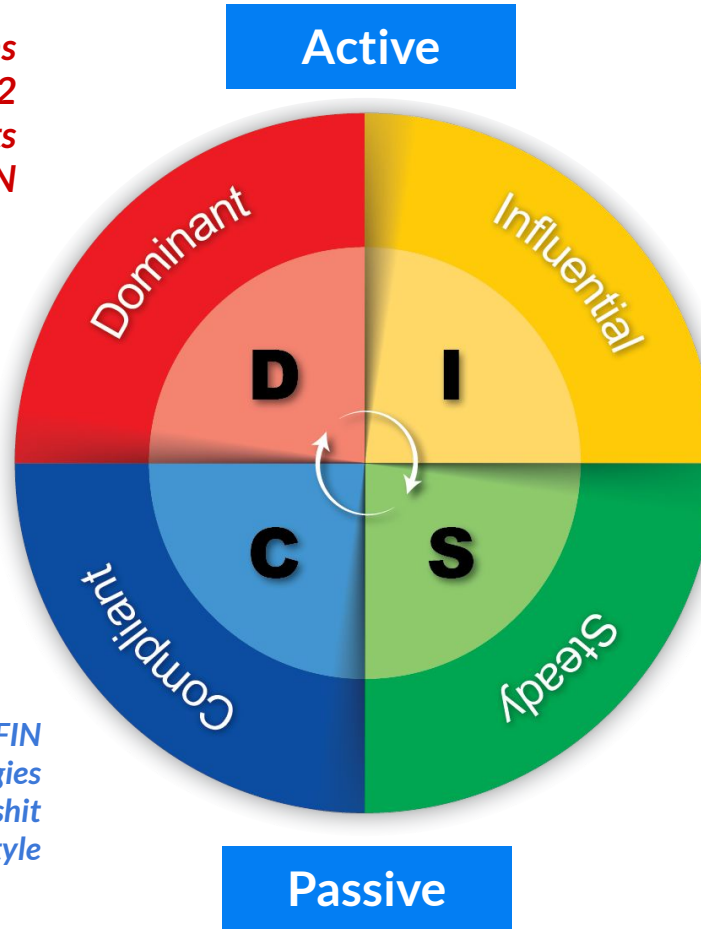
- Patient
- Can tell you you're trash and you won't feel offended
- You need to push them
- Diplomatic peacemakers
- Trustful

HARMONY

*Great for Operations
Better if you have one for your 2
strongest products
Can frustrate in TM and FIN*

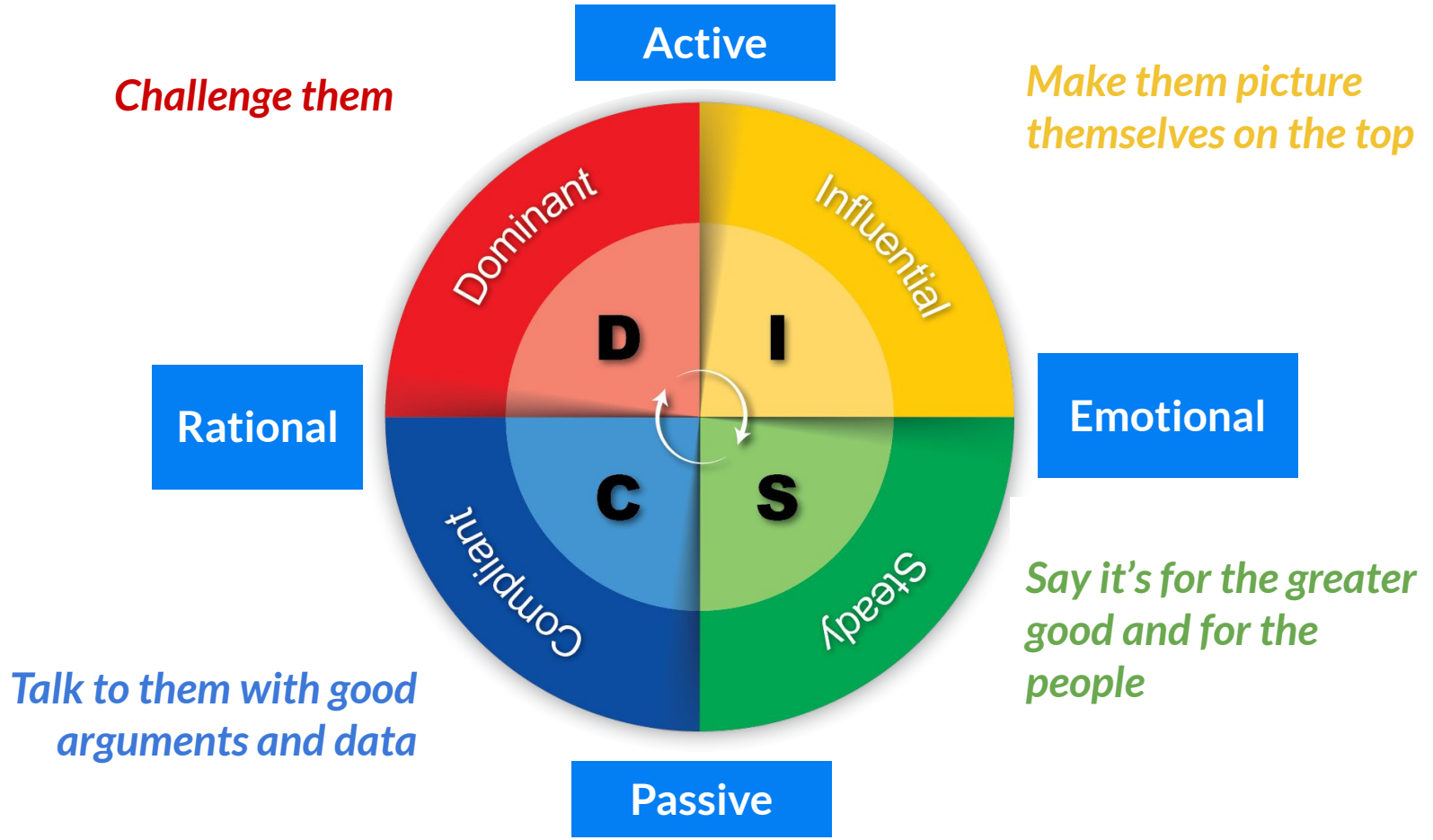
Rational

*Good for FIN
Good for strategies
Will know how to figure out shit
Can explain in "for dummies" style*

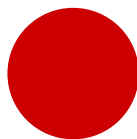
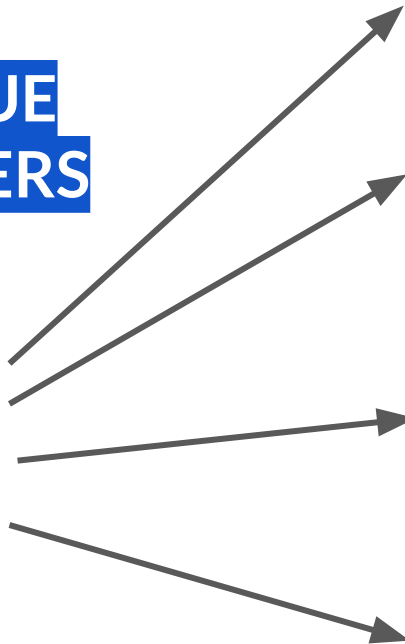


*Great for operations
IGT Sales, BD and UR masters
Can easily get to LCP / MCP*

*TM People
Usually loved
Get 2 MAXIMUM*



HOW BLUE SEES OTHERS



Risky, want everything by NOW



Not rigorous, way too self confident

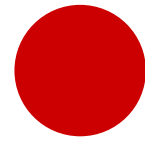
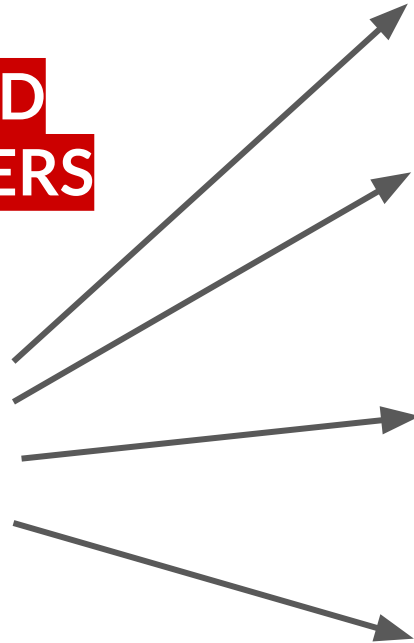
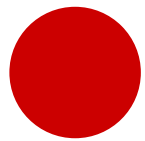


Too democratic



Logic as arguments

**HOW RED
SEES OTHERS**



Protecting their territory



Too political and disperse

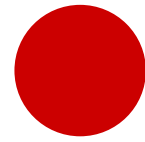
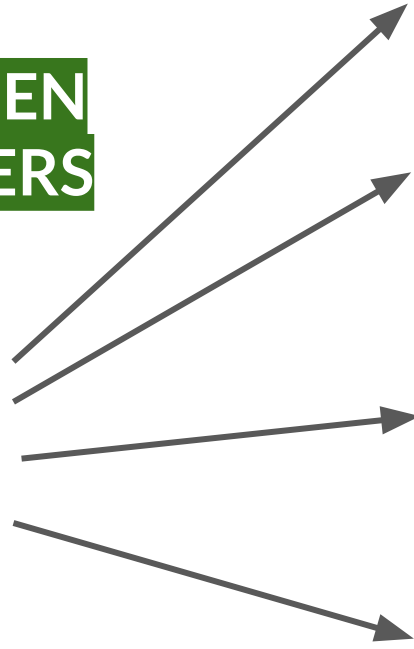


Sensible to pressure



Takes a lot of time
Too cautious

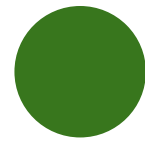
HOW GREEN SEES OTHERS



Impositive and intense



They do too many changes at once

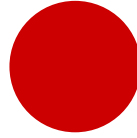
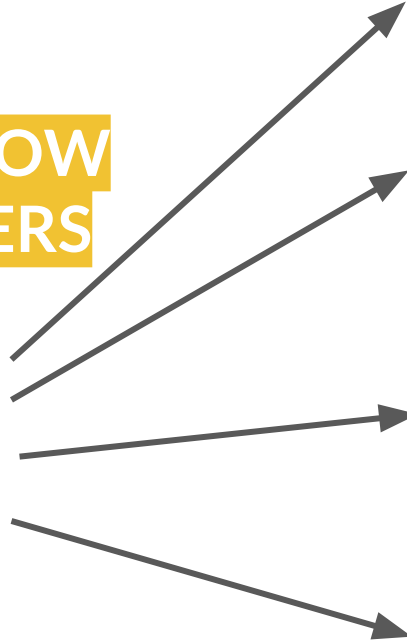


Usually have a harmonious relationship



Cold and distant

HOW YELLOW SEES OTHERS



Way too tough and direct



Both are looking to be the shining star



Reluctant to changes



Unbelieving and hard to please

**WE ARE NOT
ASKING FOR
PERSONALITY
TESTS 'JUST
BECAUSE'**

***You HAVE to be mindful
of your strengths and
weaknesses to know
how to compensate
them through your VPs***

DISCLAIMER

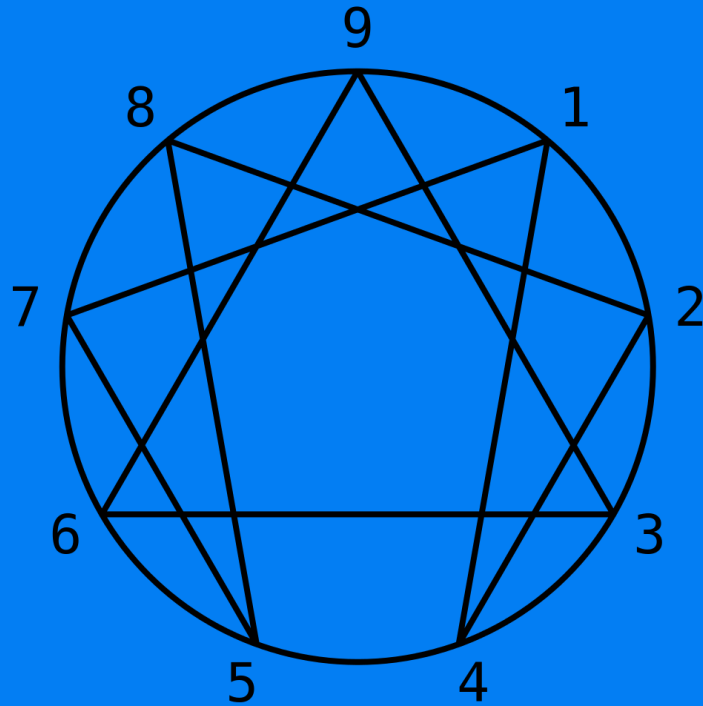
Don't got thinking like "oh so if I put a red profile as VP OGV that means I have 100% growth ensured!". NO. NO. NO.

These are recommendations that according to trends, will allow your team to function better, however, red profiles for example are tough on people and this means that putting him with several green profiles as members might have them feel too pressured, so helping this red VP OGV in his/her people management most probably will be a need in the term

DISCLAIMER

Don't got thinking like "oh so if I put a blue profile as VP OGV that means the team won't accomplish much and drop" NO. NO.

Blue profiles for example are great strategists, organizers and trackers, if he/she has red/yellow profile as members or TLs, most probably it will result in a good combination. The results will be driven by the active profiles and the VP will push for quality in the work. As you see, it's all about perspective.



ENNEAGRAM TEST

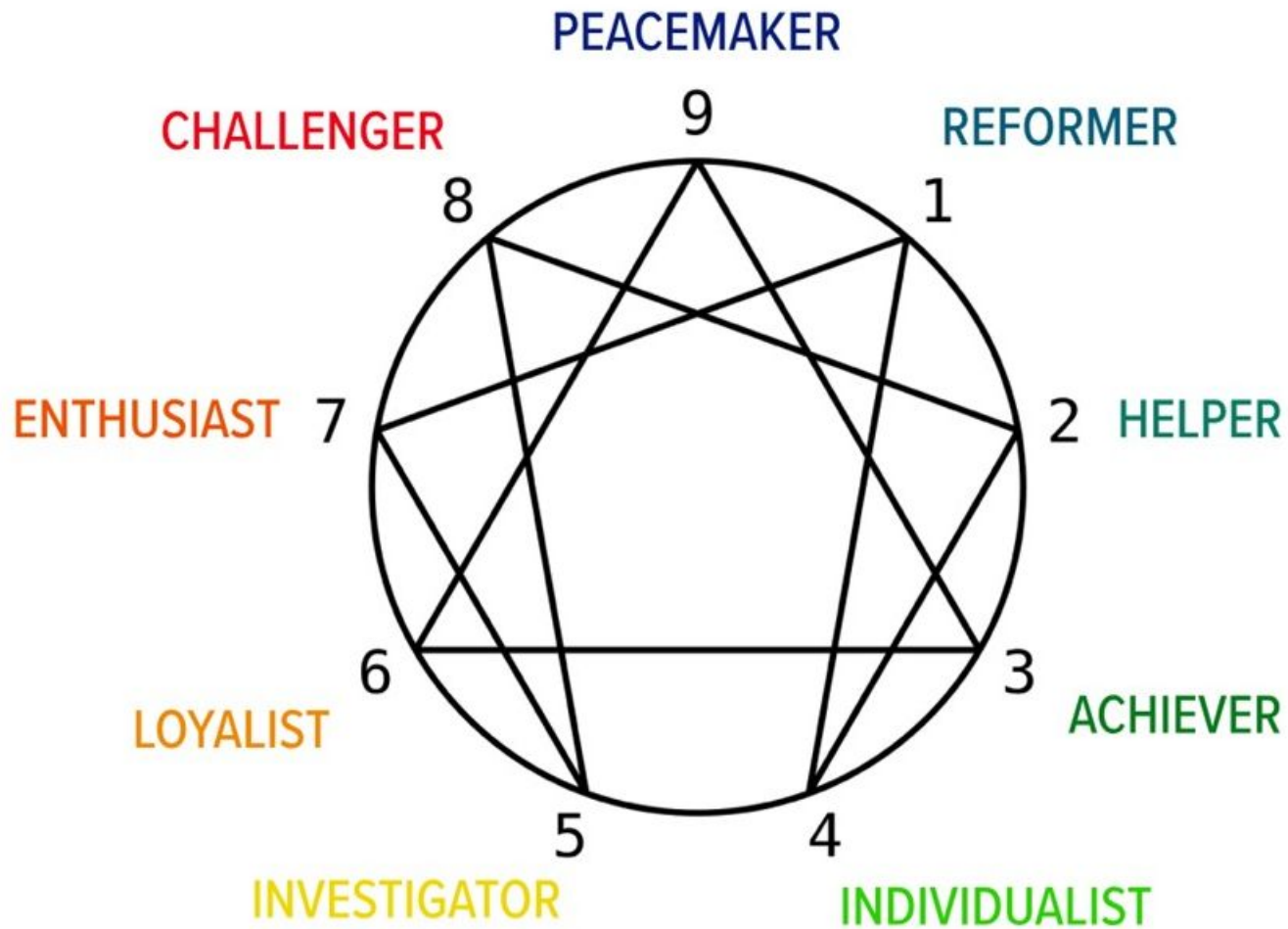
TAKE THE TEST HERE

<https://similar minds.com/test.html>

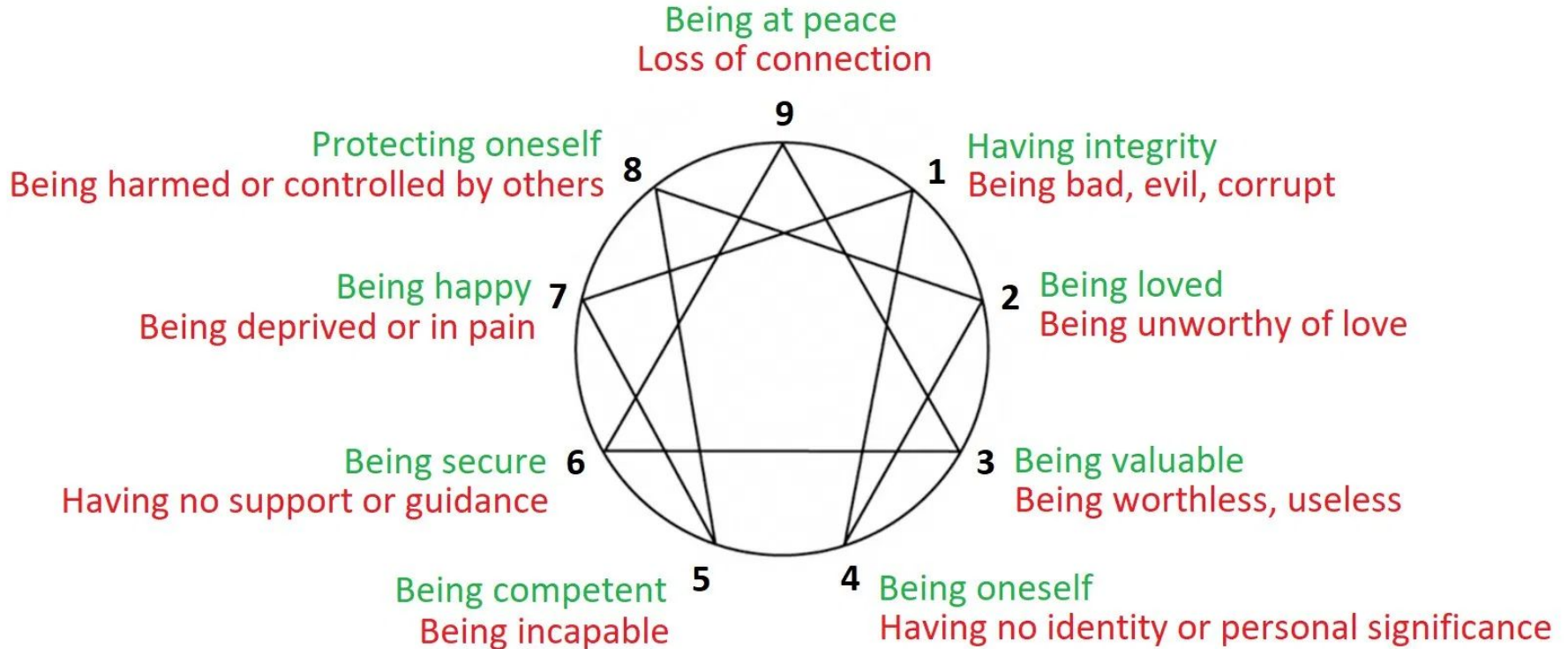
DISCLAIMER

The profile you get with the highest score doesn't mean you're absolutely like this, is just the general trend of your personality, everyone has a mix of all profiles but with different levels and with general trends.

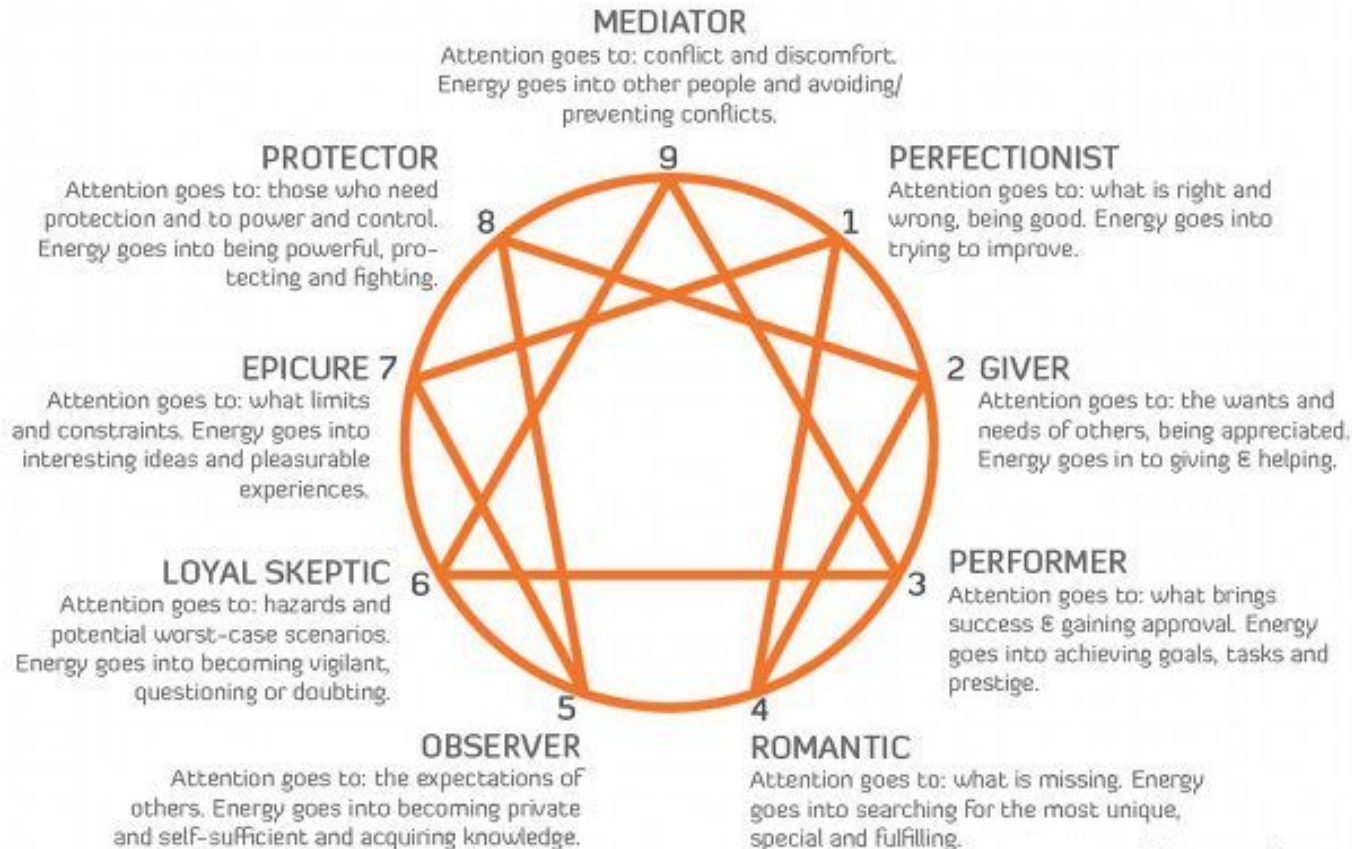
Enneagram main profiles usually never change in a person's life



Desires and Fears by types



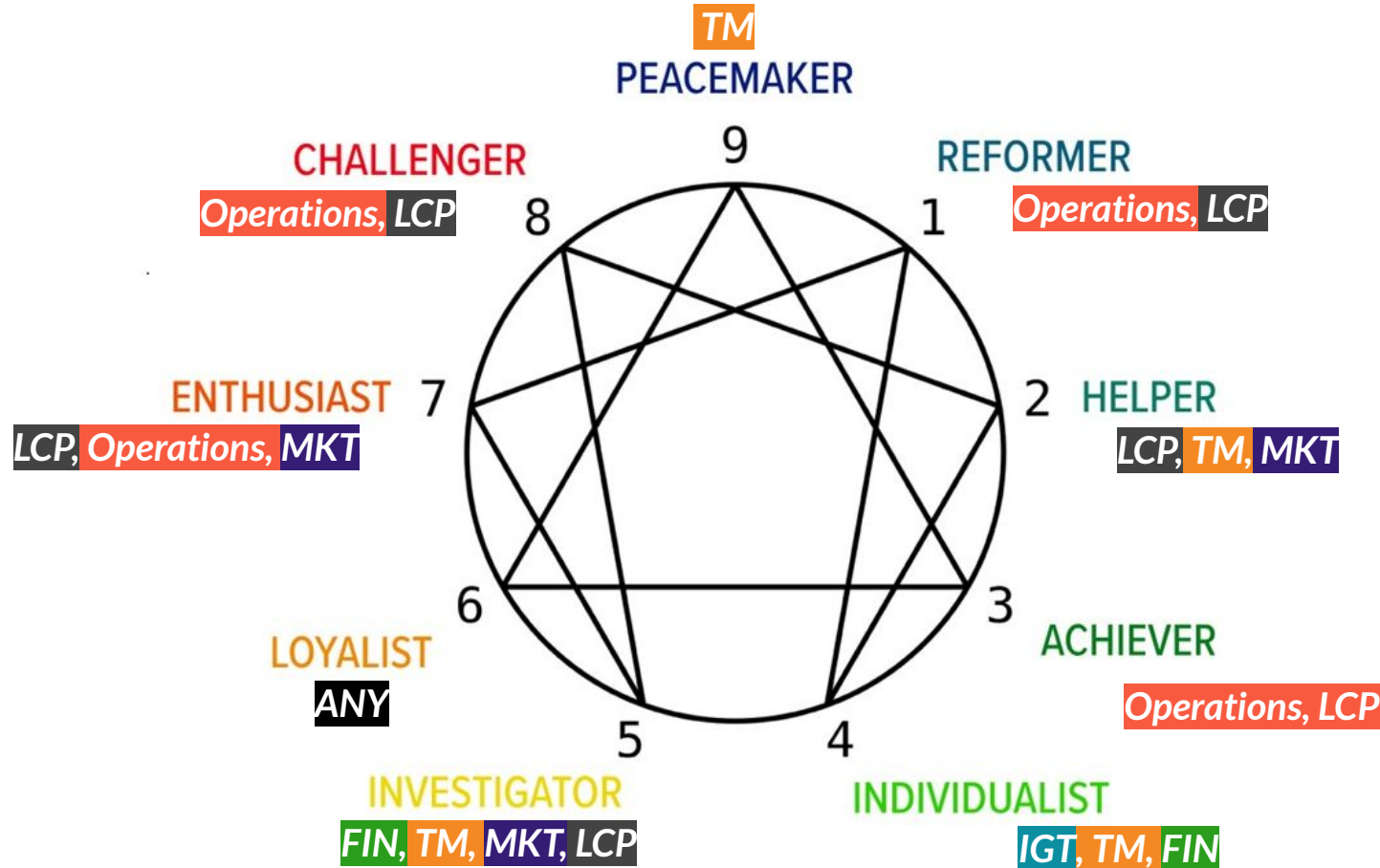
Attention and Energy management by types



Unhealthy habits by types



Function (general) compatibility



Type		Description	Top Goals	Childhood Origin	Basic Fear	Basic Desire	Healthy Sense of Self	Characteristic Temptation	Characteristic Vice	Characteristic Virtue	Hidden Complaint	Key Defense Mechanisms
1	Reformer, perfectionist	I do everything the right way	Eat healthy	Disconnected from father-figure	Of being condemned	To be right	I am reasonable	To be too personally obligated	Self-righteous anger	Wisdom	I am right most of the time, and it would be a better world if people listened to what I tell them	Repression, reaction formation, displacement
2	Helper, concerned, possessive	I must help others	Build quality relationship	Ambivalent to father-figure	Of being unloved	To be loved	I am caring	To be well intentioned	Vainglory	Disinterested charity	I am always loving, although people don't love me as much as I love them	Identification, reaction formation, denial
3	Motivator, self-assured, ambitious	I need to succeed	Increase productivity	Connected to mother-figure	Of being rejected	To be accepted	I am desirable	To be too competitive	Sloth in self-development	Proper love of self	I am a superior person, and other people are jealous of me	Repression, projection, displacement
4	Artist, creative, individualistic	I am unique	Find my passion	Disconnected to parental-figures	Of being defective	To understand the self	I am intuitive	To be too given to fantasy	Envy	Emotional balance	I am different from others, and I feel I don't really fit in	Introjection, displacement, turning against the self
5	Thinker, perceptive, analytic	I need to understand the world	Understand self, understand others	Ambivalent to parental-figures	Of being overwhelmed	To understand the environment	I am perceptive	To be too analytic	Avarice	Understanding	I am so smart that no one else can understand the things I understand or appreciate the things I know	Displacement, projection, isolation
6	Loyalist, likable, dependent	I am affectionate and skeptical	Worry less	Connected to father-figure	Of being abandoned	To have security	I am likable	To be too dependent	Sloth in self-reliance	Courage	I am dependable and I follow orders, although other people don't	Identification, displacement, projection
7	Generalist, accomplished, extroverted	I am happy and open to new things	Live life to the fullest	Disconnected from mother-figure	Of being deprived	To be satisfied	I am happy	To be too acquisitive	Gluttony	Gratitude	I am happy, although I would be a lot happier if I got everything I wanted	Repression, externalization, acting out
8	Leader, powerful, expansive	I must be strong	Build a successful startup	Ambivalent to mother-figure	Of submitting to another	To be self-reliant	I am strong	To be too self-sufficient	Lust	Magnanimity	I am fighting for my own survival, and others would take advantage of me if I let them	Repression, displacement, denial
9	Peacemaker, reassuring, passive	I am at peace	Stop procrastinating	Connected to parental-figures	Of separation	To have union with other	I am peaceful	To be too accommodating	Sloth in self-remembering	Patience	I am content with the way things are, although everyone else is pressuring me to change	Repression, dissociation, denial

DISCLAIMER

Don't got thinking like "oh so if a type 3 profile as VP OGV then growth is 100% guaranteed!!" NO. NO. NO.

Most likely your VP fill fight for that and try to accomplish goals, but if in his/her team there are several non-active profiles, the VP could easily feel frustrated because of them not performing and would tend to make things happen by him/herself, before trying to solve things with the team first. Everything depends to the combinations of types that conform the team.

DISCLAIMER

Again, It's all about perspective. There are certain functions that usually should suit better certain types, but a low of other factors affect like the other responsibilities of the person, the previous knowledge, the healthiness of the profile, the team members, etc.

Giving diversity to the team is always the best option and getting to know how to exploit the people's strengths!

THAT'S ALL!

Be very wise with your choices :)