

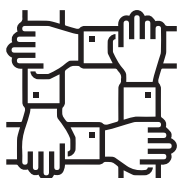


# Using Science to Improve the Art of Relationships



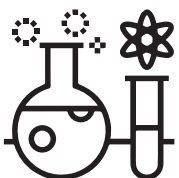
Have you ever pondered what makes people click or clash? Why some groups excel and others fumble? How leaders can make or break team potential? Business Chemistry® can provide the answers. Based on extensive research and analytics, plus years of proven success in the field, the Business Chemistry framework provides a simple yet powerful way to identify meaningful differences between people's working styles.

Expressly designed for use in a business context, Business Chemistry can help you grasp where others are coming from, appreciate the value they bring, and determine what they need in order to excel. It is used by hundreds of thousands of professionals around the world to build stronger relationships, increase team performance, and create exceptional organizations.



## **FOCUSED ON INTERACTION, NOT INTROSPECTION**

Business Chemistry goes beyond helping you understand yourself. It is designed to help you recognize the preferences and working styles of others. It can guide you to quickly identify someone's working style, understand how it's different from or similar to your own, and then act on that knowledge by flexing your communication style to build stronger relationships.



## **ROOTED IN SCIENCE, DESIGNED FOR BUSINESS**

Working with scientists, we studied the behaviors, preferences, and traits with the most potential to affect working relationships. Then, we adapted statistical models and performed in-depth analysis to create a sophisticated analytics-driven tool with easy-to-learn, practical applications for harnessing the power of diverse perspectives.



## **PERSONALIZED INDIVIDUAL AND TEAM INSIGHTS**

Business Chemistry sheds light on team dynamics by highlighting the unique aspects of each individual while also considering the composition of the group as a whole. Analysis of the team's composition provides perspective on relative strengths and areas of misalignment to understand how to best employ each individual's natural tendencies, while leveraging the overall group makeup to achieve goals.



## **RESEARCH THAT FUELS SUCCESS**

Drawing upon extensive research and thousands of interactions with executives in the Deloitte Greenhouse®, we continue to develop insights into how to create the kind of chemistry that fuels success. Our studies reveal how Business Chemistry relates to responses to stress, psychological safety, locus of control, career aspirations, recognition preferences and priorities, and the conditions under which working styles thrive.

# Business Chemistry Facilitated Sessions



## **DETERMINE YOUR OWN BUSINESS CHEMISTRY TYPE**

Spend 10 minutes completing an online assessment to get a detailed report about your working style



## **UNDERSTAND OTHERS**

Learn how to identify the four Business Chemistry types to help you develop a hunch about other people's working styles through observation



## **EXPLORE YOUR TEAM**

Discover your team's composition and unique characteristics



## **ADAPT YOUR STYLE**

Explore ways to engage more effectively with individuals and your team



## **PUT CHEMISTRY TO WORK**

We practice what we teach by creating fun and memorable experiences that engage participants through active learning



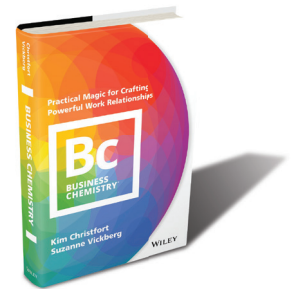
## **FIND YOUR WORK STYLE:**

[deloittegreenhouse.deloitte.com/bcfyws](https://deloittegreenhouse.deloitte.com/bcfyws)

# Business Chemistry Resources

## **Business Chemistry: Practical Magic for Crafting Powerful Work Relationships**

This book draws upon extensive research and interactions with business executives, Kim Christfort and Suzanne Vickberg, who show you how to create the kind of chemistry that fuels success by engaging with others on their own terms. The authors share learnings from leaders and their teams across industries and all over the world who have put Business Chemistry to work for themselves.



## **Business Chemistry Blog** - [www.businesschemistryblog.com](http://www.businesschemistryblog.com)

Learn more about leadership, teams, and how relationships fuel our work. Keep up to date on new Business Chemistry research, articles, and events.



## **Business Chemistry Confessions Podcast** - [www.deloitte.com/us/confessions](http://www.deloitte.com/us/confessions)

Each podcast episode explores true stories of workplace success and failure that all come down to one thing — Business Chemistry.



For more information about Business Chemistry, please contact your local administrator or email [ChiefChemist@deloitte.com](mailto:ChiefChemist@deloitte.com)

**Visit us online at: [deloitte.com/us/businesschemistry](https://deloitte.com/us/businesschemistry)**

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