

ACTIVITY: Personality traits: Which one is more like you?

(Adapted from the Keirsey Temperament Sorter)

Choose between each set of words which characteristic is more like you?

- Circle or highlight the chosen words.
- Work quickly—don't think too hard!

TRAIT 1

Like to spend time with others Like to spend time alone

Enjoy meeting new people Feel uncomfortable around new people

Have lots of casual friends Have a few special friends

Like to "talk out" and solve problems Like to think about problems to yourself

Like to share space, belongings, troubles Like personal space & boundaries

Talk about home life at work Keep home at home and work at work

TRAIT 2

Need to know WHAT I am supposed to be doing before I do it Need to know WHY I need do something before I feel good about doing it

Like to do things established way Like to find new ways to do things

Enjoy doing things with my hands Enjoy thinking about things & figuring them out

Prefer clear, specific directions on how to do the job Prefer to be given the expected goal & figure out how to do it on my own

Trust my real life experiences Trust my instincts & gut feelings

TRAIT 3

Want my boss to be fair

Want my boss to be understanding

I'm logical and honest

I'm sensitive and caring

Want to be just or even-handed

Want to be kind

Enjoy a discussion of different opinions

Avoid bringing up topics that cause strong feelings

Try to understand **why** someone is upset & decide if it's a 'good' reason

Try to comfort someone who is upset to make them feel OK

TRAIT 4

Like to have and stay on schedule

Like to go with the flow

Very organized

Disorganized

Follow the plan

Change the plan to fit the situation

Very conscious of time

Very flexible about time

More interested in what else has to get done

More interested in what's happening NOW

Look at responses under each trait then write down how many answers are on the left and how many are on the right side.

	Left	Right	Most of my answers were:
Trait 1	_____	_____	_____
Trait 2	_____	_____	_____
Trait 3	_____	_____	_____
Trait 4	_____	_____	_____

Understanding your personality:

We'll take each trait and talk about three issues.

1. Myths or misunderstandings about this trait
2. Description of each trait
3. How this trait affects work on a team

TRAIT 1: If your answers are more on the left side, you are an **EXTROVERT**.

If your answers are more on the right side, you are an **INTROVERT**.

Myths: *Extroverts* are the class clown, dance on table tops. **NOT TRUE!!!**
Introverts are stuck up, shy, or loners. **NOT TRUE!!!**

Extroverts

Like to work on problems in a group
Get energy from being around others
Speak before they think

Introverts

Like to work on problems by themselves
Get energy from being alone
Think before they speak

Challenges in the workplace

When introverts have a bad day they need to... _____

When extroverts have a bad day they need to... _____

TRAIT 2: If your answers are more on the left side, you are a **DOER**.
If your answers are more on the right side, you are a **THINKER**.

Myths: *Doers* never think, don't have original ideas, don't care about values. **NOT TRUE!!!**
Thinkers never do, can't really get anything done, are airheads. **NOT TRUE!!!**

Doers

Like to do things with their hands
Like specifics
Enjoy routine
Like to have all the details laid out

Thinkers

Like to think about things
Like big picture
Enjoy change
Like to know why they are doing something

Challenges in the workplace

Workers are often _____

Supervisors are often _____

TRAIT 3: If your answers are more on the left side, you put **REASON** first.
If your answers are more on the right side, you put **FEELINGS** first.

Myths: *Feelings* first people don't make good decisions.
Reason first people don't care about people.

NOT TRUE!!!
NOT TRUE!!!

Thinking first

Value workers being treated fairly
Want to be treated equally
Enjoy arguments/exchange of ideas
Need to be just/honest
Want to understand

Feeling first

Value workers being treated kindly
Want to be treated as an individual
Value harmony
Need to be nice
Want to feel valued as a good person

Challenges in the workplace:

Feeling first people _____
Thinking first people _____

TRAIT 4: If your answers are more on the left side, you like **PLANNING**.
If your answers are more on the right side, you going with the **FLOW**.

Myths: **Planners** care more about lists & schedules than the people. *NOT TRUE!*
Go with the flow types are unreliable and waste time. *NOT TURE!*

Planners

Like schedules, to do lists
Get frustrated when routine interrupted
Do things the way they're "supposed" to
be done
Like to have plans in place AHEAD of time

Go with the flow-ers

Like to go with the flow
Get bored with routine
Do things the way they make sense to
to do them
Like to take care of things as they come up

Challenges in the workplace

Struggle between "getting it done" and "doing it right"
Planners want to _____
Go with the Flow-ers want to _____

Remember:

One type is not better than the other-they're just different.

You may function differently at work than at home.



ACTIVITY: Personality and Clients

Work in groups of three or four to complete the worksheet.

Trait: Personality trait

Behavior: How a person with that personality will act when stressed

I can help: What I can do to help that person cope?

Trait	Behavior	I can help
Introvert		
Extrovert		
Doer		
Thinker		
Feeling first		
Reason first		
Planning		
Go with the flow		

Work teams and personality

Personality diversity improves the work of the team if...

Team members value others strengths

Team members respect others values

Making it work in the team

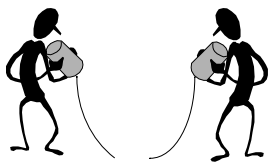
- Know yourself



- Know your teammates



- Use this knowledge to improve communication and coping



- Respect diversity-value the difference

