

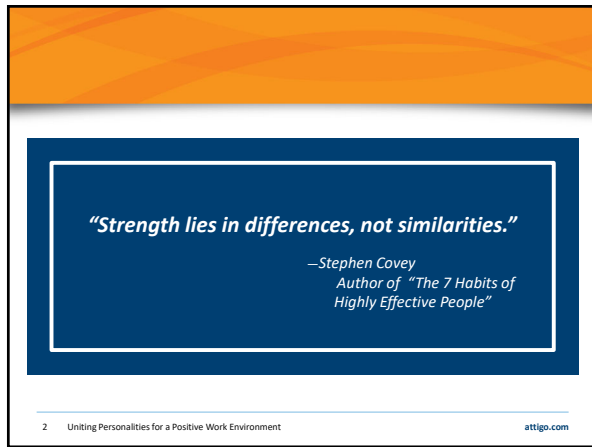


Attigo
by Ascendium

Uniting Personalities for a Positive Work Environment

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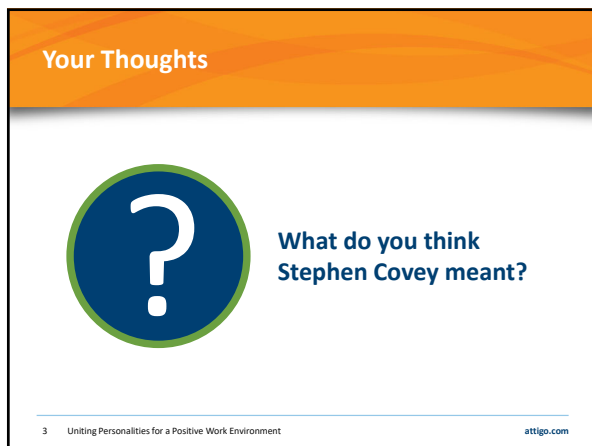


"Strength lies in differences, not similarities."

—Stephen Covey
Author of "The 7 Habits of Highly Effective People"

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Your Thoughts

?

What do you think Stephen Covey meant?

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Agenda

- 1 Understand different types of personalities
- 2 Identify strategies to maintain respect
- 3 Review personality assessment tools
- 4 Discuss case studies
- 5 Share final thoughts

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Different Types of Personalities



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per·son·al·i·ty

noun
 The combination of characteristics or qualities that form an individual's distinctive character

Basic needs that shape personalities are to:

- Predict our world
- Build competence
- Be accepted by others

Source: The American Psychological Association
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per-son-al-i-ty

B — Beliefs

E — Emotions

A — Actions





T — Tendencies

Source: The American Psychological Association

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The Merrill-Wilson Personality Types

 Driver <i>Fact-based Extrovert</i>	 Amiable <i>Relationship Introvert</i>
 Analytical <i>Fact-based Introvert</i>	 Expressive <i>Relationship Extrovert</i>

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The Driver's Characteristics

Strengths

- Strong and decisive
- Whatever-it-takes
- Dominant

Hurdles

- Occasionally stubborn
- Brash




Source: blog.brethard.in/the-four-different-personality-types-93662fede16

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Communicating with the Driver

- Be result-oriented
- Stick to the facts
- Provide organized details
- Discuss facts without feelings
- Provide options



Source: theadvantagepoint.ca
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The Analytical's Characteristics

Strengths

- Reserved and logical
- Persistent and diligent
- Precise and systematic

Hurdles

- Occasionally withdrawn




Source: blog.brethard.in/the-four-different-personality-types-9366afefde16
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Communicating with the Analytical

- Be thorough
- Focus on the task
- Keep it professional
- Maintain accuracy
- Allow time for evaluation



Source: theadvantagepoint.ca
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The Amiable's Characteristics

Strengths

- Strive to build relationships
- Demonstrate patience
- Desire harmony

Hurdles

- Appear indifferent
- Fear disagreements




Source: blog.brethard.in/the-four-different-personality-types-93666fede16

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Communicating with the Amiable

- Be relaxed and agreeable
- Maintain status-quo
- Be logical
- Have a plan with guidelines
- Agree clearly and often
- Compliment him/her



Source: theadvantagepoint.ca

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The Expressive's Characteristics

Strengths

- Prefers consensus
- Communicating visions
- Loves appreciation

Hurdles

- May over-commit
- Pleasing people



Source: blog.brethard.in/the-four-different-personality-types-93666fede16

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Communicating with the Expressive

- Focus on developing a relationship
- Show enthusiasm when sharing
- Be forthcoming and willing to talk
- Demonstrate warmth
- Minimize conflicts



Source: theadvantagepoint.ca


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Strategies to Maintain Respect



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What are the challenges to building positive working relationships?

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Positive Group Dynamics

Source: mindtools.com
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Positive Group Dynamics

Source: mindtools.com
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Working with Challenging Personalities

Challenging personality characteristics:

- Aggressor
- Negator
- Withdrawer
- Recognition seeker
- Joker


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The Aggressor

Tips on working with the aggressor:

- Stay calm and rational
- Know and understand your school's policies on workplace harassment
- Document everything in writing
- Continue doing your best
- Build up your support network
- Maintain a healthy lifestyle




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The Negator

Tips on working with the negator

- Use active listening
- Focus on creating solutions
- Convey the negative impact on the team
- Avoid becoming defensive
- Help build their self-image
- Create positive interactions



Source: thebalancecareers.com


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The Withdrawer

Tips on working with the withdrawer:

- Make the task(s) meaningful
- Show them what their peers are doing
- Shrink the group
- Assign unique responsibilities
- Make input visible
- Build a stronger relationship



Source: huffingtonpost.com


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The Recognition Seeker

Tips on working with the recognition seeker:

- Allow an equal amount of time to each team member
- Acknowledge the achievements of all staff
- Spread the joy




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The Joker

Tips on working with the joker:


- Have clear ground rules
- Speak to them privately
- Use the jokesters to your advantage to lighten up the mood but set boundaries
 - Always be respectful
 - Analyze the humor



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Personality Assessment Tools




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Value of Using Personality Assessment Tools

Leaders to understand the strengths and challenges of their team

Individuals to understand their own strengths and challenges

Team members to understand each other



Note: None of the tools represent an endorsement by Ascendium Education Solutions

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Common Personality Assessment Tools

DISC Assessment	To find out which style we tend to gravitate towards most to understand underlying tendencies and preferences
Myers-Briggs Type Indicator	To determine our own personality type in order to understand and appreciate differences between people
Gallup StrengthsFinder	To discover what we naturally do best and how to develop our greatest talents into strengths

Note: None of the tools represent an endorsement by Ascendium Education Solutions

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Common Personality Assessment Tools

	Strength	Preferences	Working with Them
Mellie	Discipline	Prefers routines, timelines, and structure	Give advance notice of deadlines and avoid unexpected changes
Kent	Maximizer	Prefers to take something good and make it superb	Expect them to focus on quality and helping others see their potential
Leigh	Restorative	Prefers to analyze, solve problems, and provide insight	Ask for their observations and insights on situations that need improvement

Source: StrengthsFinder 2.0

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Case Studies



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Challenge #1

During a staff meeting, you're giving an update about the plans for student orientation. One person regularly monopolizes the meeting, criticizes your ideas and suggests assignments for you to take on as if he's your supervisor. Prior to the meeting, he discussed an idea with your supervisor that he brought forward at this meeting. Now, you feel blindsided.



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Let's Hear From You...




What might be appropriate?

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Challenge #2

Your department has been given the task of creating a financial wellness curriculum. In addition to your primary duties, you've spent a considerable amount of time pulling this together and based on student feedback, it's been highly successful! You have a colleague who's stepped in and trying to take credit for your efforts.



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Let's Hear From You...



What might be appropriate?

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Final Thoughts



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Unifying Your Team

Understand the people on your team

Address issues as quickly as possible



Eliminate any and all roadblocks

Emphasize clear communication

Assign clear roles and responsibilities

Source: <https://toggl.com/blog/group-dynamics-workplace>

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Unifying Your Team

Always stay alert

Create reminders of the common vision or goals



Strive for cohesiveness

Establish an environment that promotes collaboration

Source: <https://toggl.com/blog/group-dynamics-workplace>

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"It is the mark of an educated mind to be able to entertain a thought without accepting it."

—Aristotle

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