PERSONALITY TYPE IN THE WORKPLACE
PERSONALITY TYPE helps us appreciate INDIVIDUAL DIFFERENCES.

- Our own STRENGTHS & TALENTS
- And the strengths our TEammates offer.
PERSONALITY TYPE

is a way of describing YOUR UNIQUE STYLE AT WORK.

• how you SOLVE PROBLEMS
• what MOTIVATES you
• how you do your BEST WORK
PERSONALITY TYPE

is made up of

FOUR ESSENTIAL ELEMENTS.

each describes a

KEY COMPONENT

of your work style
THE FOUR DIMENSIONS OF PERSONALITY

• Energy Style
• Cognitive Style
• Values Style
• Self-Management Style
EACH DIMENSION HAS TWO POSSIBLE STYLES

on opposite ends of a spectrum.

For instance, your Energy Style is either

EXTRAVERTED <-- OR --> INTROVERTED
BUT, IT’S NOT ABSOLUTE.

- Everyone has a little bit of both styles.
- You may change your approach in different situations.
- To determine your personality type, think about your dominant style—what comes most naturally.
- You may feel that some of your styles are stronger than others. This is normal.
NOW, LET’S LOOK AT the FOUR DIMENSIONS.
Extraverts are energized by other people and the world around them.

Introverts are energized by quiet space and time alone.
EXTRAVERTS AT WORK

gaining energy from others

- Extraverts like to work with others, on teams and in spaces where they can interact

- Extraverts like to “think out loud,” brainstorm, and share ideas and plans with other people

- Extraverts may enjoy speaking to groups and other opportunities for public recognition

- Extraverts lose motivation when they have to work in isolation
INTROVERTS AT WORK

gaining energy from focusing inward

- Introverts like to work in quiet spaces where they can concentrate on their own thoughts
- Introverts prefer to think through things on their own, then discuss their ideas with others
- Introverts tend to be good at sustaining focus on projects that require depth of understanding
- Introverts become drained when they have to speak publicly, work in large teams, or meet lots of people
COGNITIVE STYLE

*Sensors* think about things in a practical, factual way.

*iNtuitives* think about things in an abstract, imaginative way.
SENSORS AT WORK

factual, practical thinkers

- Sensors are concrete thinkers who tend to focus on facts, events, and details
- Sensors rely on previous knowledge and experience when problem-solving
- Sensors are practical, realistic people who like to go with what they know has worked in the past
- Sensors enjoy hands-on work and dislike working with theories, ideas and concepts
INTUITIVES AT WORK

abstract, creative thinkers

• Intuitives are imaginative, abstract thinkers who tend to focus on theories, ideas, and concepts

• Intuitives look for brand-new solutions to problems and like to innovate and create

• Intuitives are “big-picture” people who want to know the purpose and meaning of things

• Intuitives typically have a low tolerance for routine work where they have no opportunity to be creative
**VALUES STYLE**

*Thinkers* value objectivity, competence, and logic.

*Feelers* value empathy, relationships, and a personal touch.
THINKERS AT WORK

valuing logic and objectivity

- Thinkers prize logic and reason, and prefer decisions to be objective
- Thinkers tend to be focused on the task at hand rather than the people or relationships involved
- Thinkers value competence and may be more competitive than cooperative
- Thinkers usually feel that emotions and personal problems do not belong in the workplace
FEELERS AT WORK

valuing relationships and compassion

• Feelers value relationships, connection, and service to other people

• Feelers want to do work that reflects their values and lets them help make the world a better place

• Feelers like to cooperate and often put the task secondary to building a strong team

• Feelers want a workplace with a personal touch, where people are appreciated and supported
SELF-MANAGEMENT STYLE

Judgers like to be organized and keep a schedule.

Perceivers like to be flexible, open, and spontaneous.
JUDGERS AT WORK

preferring structure and order

- Judgers appreciate organization and order, and like a firm structure
- Judgers like to plan ahead and prefer not to change course once a plan is set
- Judgers stick to schedules and deadlines, and deliver results on time
- Judgers may not thrive in unpredictable workplaces or in environments of constant change
PERCEIVERS AT WORK

preferring freedom and flexibility

- Perceivers appreciate flexibility in their work, and like to be free to adapt and change
- Perceivers prefer not to plan, believing that they are more effective when they can roll with the punches
- Perceivers feel limited by schedules and deadlines; they like to work as inspiration strikes
- Perceivers may have trouble delivering on time, but excel in situations that are unpredictable
EACH STYLE has its own STRENGTHS and CHALLENGES. understanding YOUR TYPE will help you understand YOUR PATH TO SUCCESS.
...and understanding
YOUR TEAMMATES’ TYPES
will help you to
COMMUNICATE,
COLLABORATE,
and
CREATE GREAT RESULTS.
WHEN YOU USE TYPE WITH YOUR TEAM, YOU CAN...

- Learn a common framework for describing differences in work style
- Understand the diversity of strengths and the potential of individuals
- Accept differences and use them for mutual benefit
- Anticipate reactions and adjust your style to work better together
HOW WILL YOU USE YOUR PERSONALITY TYPE TO SUCCEED?

for lots more resources and information, visit www.typefinder.com