



Personality Development Tool

**Rate yourself on a scale of 1 to 5 on the following questions.
1 being the lowest ranking and 5 being the highest ranking.**

1. Do I maintain a well-groomed appearance?
2. Do I have a pleasing voice?
3. Is my posture alert and poised?
4. Is my disposition cheerful?
5. Do I make friends easily?
6. Do I exert positive leadership?
7. Am I generally thoughtful of the feelings of others?
8. Is my enthusiasm sincere and contagious?
9. Do I keep trying until I achieve success?
10. Am I sincere in my interest in other people?
11. Am I ambitious to get ahead?
12. Do I get along well with others?
13. Do I react constructively to criticism?
14. Do I remember names and faces?
15. Am I punctual on all occasions?
16. Do I have and evidence a spirit of cooperation?
17. Am I free from prejudice?
18. Do I know how people react in most situations?
19. Am I generally a good listener?
20. Do I refuse to allow what other people say to hurt me?
21. Can I criticize without giving offense?
22. Am I reliable?
23. Can I adapt myself to all situations?

When you total up your answers, if your score was 70 or more, your personality rating is superior, 60 to 70 is above average, 50 to 60 is average and anything under 50 definitely shows some room for improvement.

According to the Funk & Wagnell Dictionary, the word personality means “distinctive qualities or characteristics of a person”. In other words, it’s what distinguishes or sets us apart from every other person; it’s what makes us totally unique, unlike any other human being in the world.

Here is a statement that I hope you will think about: *When we combine a great personality with excellent character, we have a winning combination. Our personality is what we are when people are around, our character is what we are when everybody goes home.*

Discover Your Personality Type

DO WHAT YOU ARE

Discover the Perfect Career for You through the Secrets of Personality Type – by Paul Tieger and Barbara Tieger

In helping clients find a satisfying career counselors have traditionally focused on identifying a client’s abilities, values, and interests. The conventional wisdom was, the more of these three are congruent with the potential career, the more satisfied the client will be. However, while these elements are important, the problem with this approach is, they all change over time. And since so many young people are forced to make career decisions before they really know themselves well, the information reflected in these assessments is often misleading.

Made popular by the well-respected Myers-Briggs Type Indicator MBTI, many counselors find that Personality Type often provides clients with the most useful insights about themselves and their career related needs. Personality Type identifies four key aspect of one’s personality: how they are energized, take in information, make decisions and like to organize their life. Personality Type remains constant throughout one’s life, although people grow and develop as they age.

A strong link has been established between the types of occupations people find satisfying and their personality type. Although people of all types can succeed in any job, significant research conducted over twenty years clearly indicates that certain types gravitate and are more satisfied in some fields much more often than others.

Personality Type can also provide valuable insight to each partner of a personal relationship. It provides a positive, non-judgmental framework for understanding natural, inborn differences and how those differences often result in predictable conflict. The more similar you and your partner are, the more likely it is you will have an easier time communicating. Some say it is easier to understand, communicate and live with someone with who you share at least 2 of the 4 preferences (or letters), and many agree that it is the middle two letters that are the most important to share since they deal with how you notice the world and how you make decisions. But remember there are many factors that contribute to a satisfying relationship and Personality Type is just one of them. The elements of a good relationship all 16 types agree upon are: trust – good communication – mutual respect.

The Four Dimensions of Personality Type

Based on the Myers-Briggs Type Indicator (MBTI)

How we interact with the world and where we direct out energy.

Extraversion (E) -----Introversion (I)

The kind of information we naturally notice.

Sensing (S)-----Intuition (N)

How we make decisions.

Thinking (T)-----Feeling (F)

Whether we prefer to live in a more structured way (making decisions) or in a more spontaneous way (taking in information).

Judging (J)-----Perceiving (P)

As a general rule, the more aspects of your personality you match to your work, the more satisfied you'd be on the job. As an example sign your name below, once with your preferred hand then with the opposite.

Preferred

Opposite

The use of your preferred hand is comfortable and assured. If you were forced to use your other hand, you could no doubt develop your abilities—but using that hand would never be as effortless as using your preferred hand and the finished product would never be as skillfully executed.

SWOT Analysis

*"Success comes with who you are - so define who you are and
Build on your Strengths, and Keep Building"*

The Honorable Jari Askins, Lieutenant Governor of Oklahoma

Name _____ Date _____

Personality Type _____ www.insightlearning.com - Free
_____ www.personalitytype.com - Free
www.strengthsexplorer.com for ages 10 to 14 cost \$15
www.gallupstrengthscenter.com for ages 14 & up cost \$10

Strengths _____

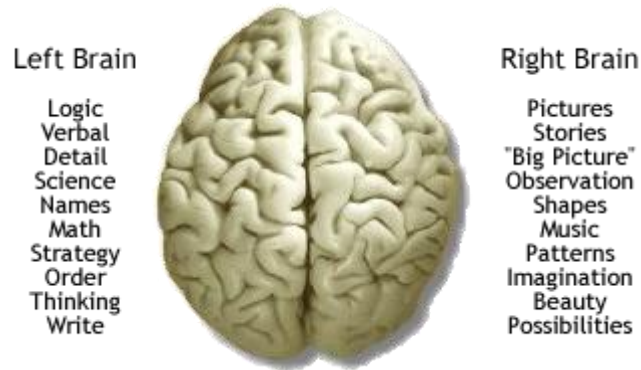
Weaknesses _____

Opportunities _____

Threats or Challenges _____

Source: Insight Learning Foundation

www.insightlearning.com



The brain is divided into two hemispheres, the right and the left. When we indicate that a person is right-brained, it is not an indication that he or she does not utilize the left hemisphere of the brain. What we are saying is that this person uses the right hemisphere of the brain to a greater degree than the left. Hemispheric dominance relates to the part of the brain that handles the majority of the information in any given task; this is the hemisphere that responds first. Everyone uses both hemispheres of the brain. People who have a dominant **Green** or **Gold** temperament are **left-brained**, and those who have a dominant **Orange** or **Blue** temperament are **right-brained**. Traditionally, much of what occurs in formal education is within the realm of the left hemisphere. This strongly left-learning approach limits all students and not just students who process primarily in the right hemisphere. In order to build effective whole brain thinkers, we must include activities in our instructional design that connects the hemispheres. Left brain dominant students need to strengthen their abilities to use right brained processes and vice-versa. When students develop an understanding of how they learn, they become better able to adapt these strategies to any learning task. In *Teaching for the Two-Sided Mind*, author Linda Verlee Williams offers techniques for teaching to the right hemisphere.

Work Personality Styles

Source: Insight Learning Foundation

www.insightlearning.com

Blue - Blue people enjoy jobs that allow them to concentrate on people and relationships. They are drawn towards occupations that focus on service and the health and welfare of other people.

Gold – Gold's prefer jobs that allow them to be thorough, accurate, and systematic. They are stable, honest and dependable workers who want to work in environments that are traditional, structured, orderly and filled with other hard-working people.

Green – Greens are driven towards work that involves an analytical and creative focus. They are visionary and independent workers who can tune out the world as they work on things that capture their interest. Their biggest asset is their drive to be competent, logical and accurate.

Orange – Orange people tackle their work with enthusiasm so they can quickly move on to other pursuits. They are great at working under pressure and prefer to work on jobs that are lively, risky and unpredictable. They grow restless with jobs that tie them down and limit their personal freedom. They are talented, resourceful, skillful and adaptable.

How to Enjoy Your Job: Match your capabilities with challenges. Although research indicates that certain colors favor certain professions, the truth is that every profession usually includes representatives of every color. They have found something in the job that meets their needs or appeals to their internal values. For instance:

- They have found a way to bring their own talents and skills to the job, making it satisfying to them.
- The job may be inherently interesting to them.
- They have found out that the job is easy for them.
- They feel that by doing their job they are advancing a cause they believe in.
- They feel that by doing their job they are contributing to the good of those they care about (taking a spot in the family business).

Money Management Styles

Source: Insight Learning Foundation

www.insightlearning.com

Blue

10% of population

Money is more often spent than saved, they love to shop with friends and buy gifts.

Gold

44% of population

Known for their fiscal frugality, they like the safe conservative path and plan for the future. They are savers and high achievers who achieve their goals.

Green

6% of population

They aren't obsessed with the accumulation of wealth or material possessions and are just looking for enough money to provide a modest amount of security and comfort. They do not like to shop and prefer to buy from the internet.

Orange

40% of population

Risk takers and live by impulse. Naturally generous and like to give on impulse. They believe money is to be enjoyed and used to fulfill their desires. It is feast or famine. One day they may have more than enough money, the next – absolutely nothing. The majority of the world's movers, shakers, and top wage earners have Orange tendencies. If their energy is channeled properly, they'll quickly rise to the top of just about any enterprise they tackle, including making money hand over fist – if that's what they choose to do. If not you might have to seize total control of the checkbook and simply give a weekly allowance while you work on money management skills.

10 Key Things you need to know if you want to Understand People Better

Source: Insight Learning Podcast
www.insightlearning.com Media Room; then Insight Podcasts

- 1. Uncover their Intrinsic Values** – by identifying what people value we can correlate that with their personality color: **Blue**, **Gold**, **Green**, **Orange**
- 2. Motivation** – why people are motivated to do what they do.
 - Blue** – in search of themselves (unique and special).
 - Gold** – desire to fit into the system (receive pride and esteem from being useful).
 - Green** – want to solve life’s problem (technically proficient).
 - Orange** – active (they act because of an impulse).
- 3. Communicate**
 - Blue** – sensitive to body language; good listeners; avoid conflict.
 - Gold** - wants to say the right thing at the right place at the right time.
 - Green** – do not like small talk, take plenty of time to make decisions, enigmatic.
 - Orange** – lively, embellish stories, tell jokes, and argue just for the sake of arguing.
- 4. World of Work**
 - Blue** – social interactive peaceful environments.
 - Gold** – work before play – business, finances, education.
 - Green** – work is play (science, math, engineering, and medicine).
 - Orange** – work so they can play – lively, unpredictable, they like carpentry and become restless with jobs that tie them down.
- 5. Supervision**
 - Blue** – people oriented leaders, promote harmony.
 - Gold** – stabilizer and organized; good at establishing policies and procedures.
 - Green** – visionary leader, logical and re-evaluate, confident.
 - Orange** – action oriented leader, solve problems quickly, risk takers.
- 6. Attitudes on Recreation**
 - Blue** – involve close circle of friends and family.
 - Gold** – no fun until work is done and goals are achieved.
 - Green** – pursuit of perfection even in play.
 - Orange** – love to play and desire to maximize leisure time.

- 7. What was a person like as a child** (personality develops between 3 and 5).
- Blue** – imaginative, play acting, coloring, gentle and sensitive.
 - Gold** – well mannered and followed rules, down to earth.
 - Green** – independent, appeared older than their years, played with models.
 - Orange** – noisy, always got into trouble, liked physical activity.
- 8. What was the person like during the teen years** (12 to 17)?
- Blue** – spent a lot of time building and maintaining relationships with their friends.
 - Gold** – understood authority, liked clubs (Scouts and 4-H) liked school, education.
 - Green** – curious and clever, preferred to set their own rules, could be a bookworm, not very social.
 - Orange** – sports, stayed close to the action, liked to party, dangerous activities.
- 9. Education** – how they prefer to learn and what subjects.
- Blue** – open and interactive environment, non competitive.
 - Gold** – content structured and clearly defined rules and direction desired.
 - Green** – impatient with dull and routine, prefer to work alone.
 - Orange** – seeing and doing, need to be free to move about.
- 10. Attitudes and Expectations about Relationships.**
- Blue** – wants an enduring and harmonies relationship, very romantic and likes gifts.
 - Gold** – stable partner needs to be of service, faithful.
 - Green** – intellectual, lets their head rule their heart; only express their feelings when necessary.
 - Orange** – want a fun loving playmate, life with oranges can be a thrill a minute, can give extravagant gifts.

The Fail-Proof Recipe for Creating the Perfect Team to Complete a Task or Project

Have you ever tasted a truly sumptuous dish and been compelled to ask how it was made? Typically you get a short rant that includes “a pinch of this and a dash of that.” In business (and other areas of life) we often ask the same question about putting together the perfect group of people to complete a task or project. When it comes to the correct ingredients for a successful team, the recipe is consistent: **allow form to follow function.**



The cooking metaphor works for assembling a fantastic team of people: a pinch of this temperament, a dash of that temperament, then season to taste. As any cook will tell you, it takes practice, but there are some basics to help get things moving forward.

Gathering Your Ingredients

Because teams are made up of people, it may seem that the first ingredient to gather would be the individuals whom you believe would be excellent contributors to the team. However, this puts the cart a bit before the horse and does not take into account the goal of the team. Before recruiting people, you will want to do some goal assessment and planning.

At a minimum, you will want to know the following:

- What is the goal of the team?
- Why is a team being created? Is it the best way to move forward in the project?
- How will the team work together? Will tasks be assigned based on skill? Will each member be given the same task to complete (as in a customer service team)?

Other questions to consider include:

- When is the project deadline? Is this team working in deadline-specific situations?
- Where is the majority of the work taking place? Is the project place-specific?

These questions are key because they allow team builders to select team members with the temperament and skill set to meet the need of the specific goal or project. To select members prior to considering the facets of the project is likely setting the team up for high stress or even failure.

Combining the Ingredients

Now that you know the function of the team — goals, logistics, and purpose — you can begin to decide who will make effective contributions. Judicious use of your understanding of personality styles in planning will help you include just the right mix. An understanding of your own personality (or the personality of the team leader) will help you “season to taste.”

Consider the following general examples of how a team manager selected team members based on specific needs.

1. **Customer Service.** Because this team was focused on delivering customer service, the team manager decided to build a team composed of 50% Blue, 10% Gold, 20% Green, and 20% Orange. The manager reasoned that a large part of delivering good customer service is the ability to listen and empathize with the customer. This is a natural strength of the Blue temperament, which is why this team was staffed heavily on the Blue side. In addition, this team needs a Gold to manage policy, Greens for problem solving tricky issues, and Oranges to balance stress in crisis or crunch situations.
2. **Sales.** The goal of this team was to figure out how to increase sales despite a general economic recession. The manager staffed the team with 10% Blue, 20% Gold, 30% Green, and 40% Orange because this is essentially a problem solving and risk taking endeavor. Therefore the temperament combination needs to lean toward Orange and Green. However, the Greens and Oranges need checks and balances. Blues and Golds on the team will keep them on task, organized, and in touch with all prospective customers.
3. **Implementation.** This goal of this team is to implement a plan once it has been established. The manager selected the following personnel: 20% Blue, 30% Gold, 20% Green, and 30% Orange. Once a decision has been made, an implementation team should be pretty balanced. This may differ depending upon the make up of the company or the department. It may also differ depending upon the policy itself. However, as a general rule, balance in implementation is a good thing. In this team, Blues and Golds use their organization and peacekeeping strengths. Greens streamline plans and strategies while keeping track of possible pitfalls. The positive Orange outlook and energy keeps things moving forward. Oranges are also strong presenters and cheerleaders for the plan.

Cooking up Success: Bon Appétit!

Once the team is in place, it's time to work together toward the goal. No matter what the temperament makeup, there are likely to be both disappointments and successes. The suggestions and examples above are simply guidelines. You will need to alter your selections based on many factors. However, planning outcomes and choosing teams based on temperament strengths will certainly set your team up for movement toward the goal, which is, of course, success!

Source: Insight Learning - September 2009