

# 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.



# ENERGY STYLE

*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

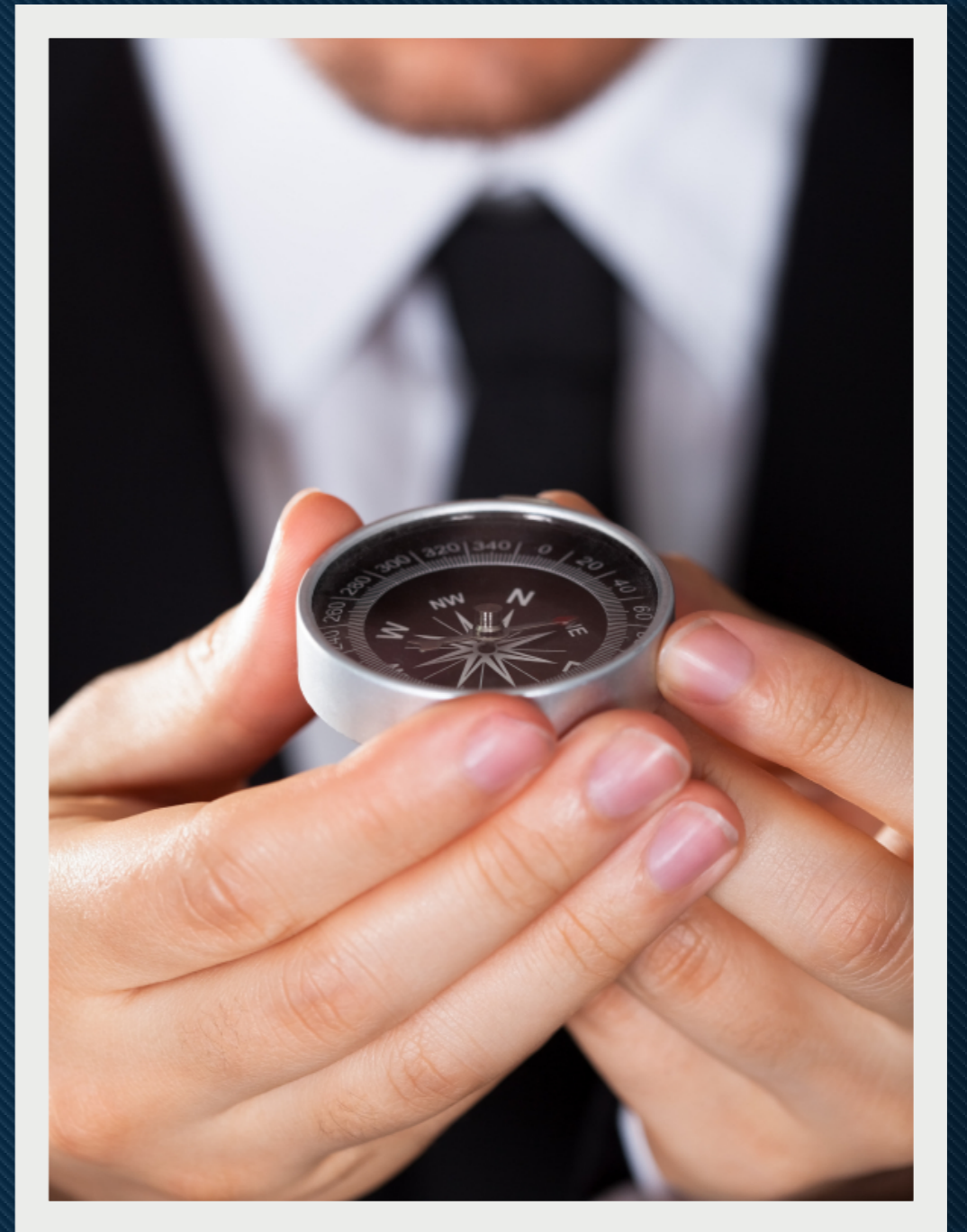
*abstract, creative thinkers*

- 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

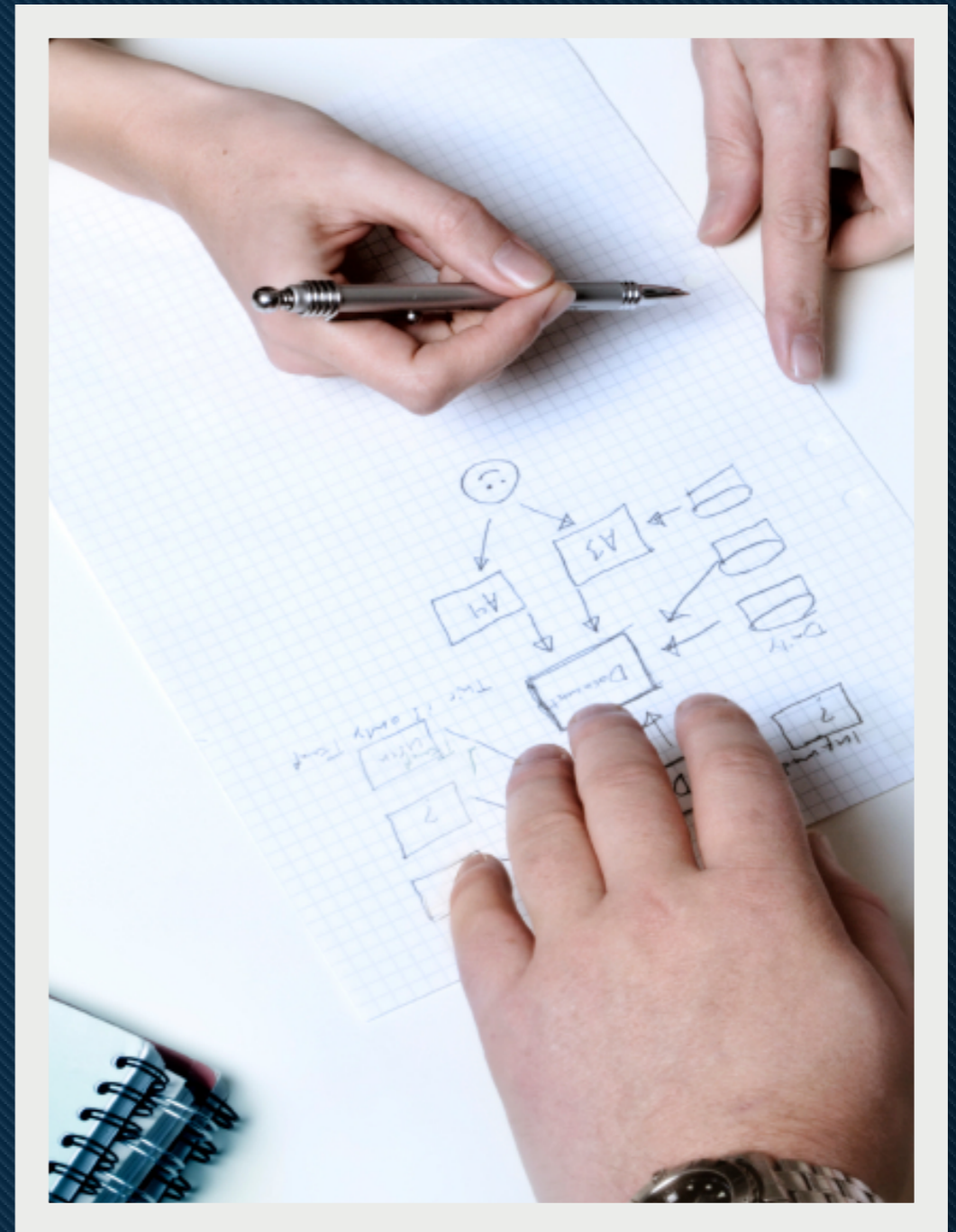
*valuing relationships and compassion*

- 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](http://www.typefinder.com)