

WORKING WITH DIFFERENT PERSONALITIES

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Advancing the Status of Women Worldwide

Personality Types

Examples of personality descriptions:

Introvert – Extrovert

Quiet – Loud

High Energy – Low Energy

Controlled – Impulsive

Trusting – Skeptical

Team player - Independent

Personality Types

B.E.S.T. Personality Quiz



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Facts About Personality Types

- ❖ You can modify your behavior (become more flexible), but your personality stays the same throughout life.
- ❖ No one personality type is better than another.

Introduction to Personality Types

By learning:

- ❖ about your own personality type, you can better understand why others react to you the way they do.
- ❖ to 'read' others' personality types, you improve your ability to work with them.

BEST Personality Quiz

Instructions

BEST Personality Quiz

Four Personality Types:

- **Bold**
- **Expressive**
- **Sympathetic**
- **Technical**

BEST Personality Quiz

BOLDS

- Businesslike
- Decisive
- Problem-solver
- Direct
- Risk-taker
- Assertive
- Demanding
- Seek control
- Results-oriented
- Determined

BEST Personality Quiz

SYMPATHETICS

- Sympathetic
- Team person
- Relaxed
- Mature
- Supportive
- Considerate
- Empathetic
- Persevering
- Trusting
- Friendly

BEST Personality Quiz

EXPRESSIVES

- Talkative
- Motivating
- Enthusiastic
- Convincing
- Impulsive
- Wear bright colors
- Confident
- Dramatic
- Optimistic
- Animated

BEST Personality Quiz TECHNICALS

- Analytical
- Controlled
- Precise
- Disciplined
- Cautious
- Diplomatic
- Accurate
- Conscientious
- Systematic
- Logical

How to 'Read' Personality Types



Bolds

Perceived Positive Traits

- Decisive
- Independent
- Practical
- Determined
- Efficient
- Assertive
- A risk-taker
- Direct
- A problem solver

Bolds

Perceived Negative Traits

- Pushy
- My way or the highway
- Tough
- Demanding
- Dominating
- An agitator
- Cuts corners
- Insensitive

Technicals

Perceived Positive Traits

- Logical
- Ordered
- Detailed
- Task Focused
- Analyze data for Accuracy
- Factual
- Systematic
- Good with numbers
- Precise
- Responsible

Technical Perceived Negative Traits

- Uptight
- Risk Aversive
- Critical
- Perfection
- Can't see forest for trees
- Intolerant of new ideas
- Unemotional
- Sometimes overlook human element

Expressives

Perceived Positive Traits

- Verbal
- Inspiring
- Ambitious
- Enthusiastic
- Energetic
- Confident
- Friendly
- Influential

Expressives

Perceived Negative Traits

- Gabby
- Overly dramatic
- Impulsive
- Undisciplined
- Excitable
- Egotistical
- Flaky
- Manipulating

Sympathetics

Perceived Positive Traits

- Patient
- Respectful
- Agreeable
- Persistent
- Dependable
- Relaxed
- Organized
- Empathetic

Sympathetics

Perceived Negative Traits

- Hesitant
- 'Wishy-washy'
- Conforming
- Retiring
- Dependent
- Unsure
- Laid back
- Overly sensitive

Best Ways to Work With Bolds

- Tell them what and when first
- Keep conversation fast paced
- Don't waste time
- Be businesslike
- Give them some freedom
- Talk about results
- Find shortcuts

Best Ways to Work With Expressives

- Tell who first
- Be enthusiastic
- Allow for fun
- Support their creativity and intuition
- Talk about people
- Handle details for them
- Value feelings and opinions
- Keep fast paced

Best Ways to Work With Sympathetics

- Tell why and who first
- Ask instead of telling
- Draw out their opinions
- Explore personal life
- Define expectations
- Strive for harmony

Best Ways to Work With Technicals

- Tell what first
- Be Factual
- Focus on details
- Define what required, by when expectations
- Strive for clarity

Working with Different Personalities

- ❖ **Recognize** benefits
- ❖ **Leverage**
- ❖ **Clarify** expectations / responsibilities
- ❖ **Match** skills and assignments
- ❖ **Ask** what others enjoy doing
- ❖ **Identify** “gaps” and plan to fill