Leading Your Zonta Team Personality Exercise:

- 1. Pass out a blank exercise sheet to each person and ask them to put a check next to all of the items regardless of box that they believe describes them.
- 2. Once completed have them count the number of checks in each square and put that number in the small box in the corner.
- 3. On a large notepad or marker board, draw the cross and label each with the name of each personality type as outlined on the sheet provided.
- 4. Go through each of the types and highlight the must haves for each group and notice the other information on the back of the handout sheet.
- 5. After you have gone through each type, have the members get into groups by their personality type. This will give your team valuable insight in communicating with each other as you go forward.



Leading your Zonta Team

Conscientions (OWLS)

Orderly and systematic Quality Person

Deliberate and calm Systems

Enjoys study and analysis Finish Job

Critical thinker

Detailed and thorough

MUST HAVES Well organised Time TO PREPARE

Likes accuracy EMAIL

Weighs alternatives LOTS OF DUTHIL

Needs standard operating procedures

Likes detailed guidelines

Steady, quiet manner

Dislikes sudden or abrupt changes

Dominance (EAGLES)

Results oriented

Accepts challenges

ger Things Done Strong willed

Takes initiative

OPTIMISIS

MOTIVATORS

DUTSIDE THE BOX

Creative

Willing to confront

Makes decisions easily

MUST HAVES **Ambitious**

HATE TO WASTE TIME Sense of urgency

Likes to lead

Assertive

Likes solving problems

Questions the status quo

Steadiness (Dove)

Relationships

Calms excited people

Feeling

1 TA SK >

Good listener

CALM

Discourages open conflict

Needs security

Dislikes being the centre of attention

Patient

Enjoys assisting others

Helpful

Lacks interest in goal setting

Not highly competitive

Has difficulty saying "No"

MUST HAVES

ASK THEM

SOFT LANGUAGE

Equality FACE TO FACE

Don't WANT TO Make EXECKS

InFluencers (Peacocks)

Persuasive

Socially outgoing

Sees possibilities

Informal

Fun loving Energetic

Thinks outside the square

Lack of concern for details

Likes participating in groups

Creates motivational environment

Doesn't enjoy working in a routine

Open with feelings

MUST HAVES

What do you THINK)

Love to know what is going on

LIKE FACE TO FACE

Remind me To get THINGS Done



Leading your Zonta Team

Orderly and systematic

Deliberate and calm

Enjoys study and analysis

Critical thinker

Detailed and thorough

Well organised

Likes accuracy

Weighs alternatives

Needs standard operating procedures

Likes detailed guidelines

Steady, quiet manner

Dislikes sudden or abrupt changes

Results oriented

Accepts challenges

Strong willed

Takes initiative

Willing to confront

Makes decisions easily

Ambitious

Sense of urgency

Likes to lead

Assertive

Likes solving problems

Questions the status quo

Loyal

Calms excited people

Good listener

Discourages open conflict

Needs security

Dislikes being the centre of attention

Patient

Enjoys assisting others

Helpful

Lacks interest in goal setting

Not highly competitive

Has difficulty saying "No"

Persuasive

Socially outgoing

Sees possibilities

Informal

Fun loving

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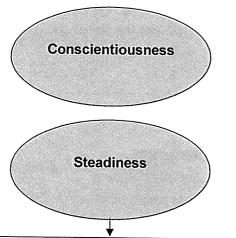
Open with feelings

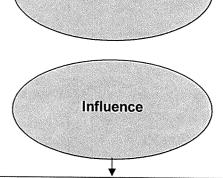


Team model summary

Positive Qualities	May be seen as
Thinker Conscientious Systematic	Fault-finding Over-critical Defensive
Motivators	Demotivators
Correctness	Criticism of work and ideas
High standards Quality work	Imperfection Unclear expectations
Decisions	Analytical







Dominance

Positive Qualities	May be seen as
Team person Easy-going Friendly	Sensitive Resists change Indecisive
Motivators	Demotivators
Security Approval Acceptance	Competition Standing out Unpredictability
Decisions	Deliberate

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Positive Qualities	May be seen as	
Outgoing Sociable	Disorganised Inattentive to detail	
Sympathetic	Impulsive	
Motivators	Demotivators	
Recognition Change New trends and	Rejection Stagnation	
ideas	Detailed work	
Decisions	Emotional/gut feel	