

Dealing with Different Personality Styles



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What is your Personality Style?

- ✓ Compare each item
 - ✓ One per line
- ✓ Check the one most closely suited to you
- ✓ Circle the “winners”

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WHAT IS YOUR PERSONALITY STYLE?
Place a check mark next to each statement that best applies to you:

<u>ASK</u>	<u>TELL</u>
<input type="checkbox"/> Reserved	<input type="checkbox"/> Outgoing
<input type="checkbox"/> Thoughtful Decisions	<input type="checkbox"/> Quick Decisions
<input type="checkbox"/> Avoids Confrontation	<input type="checkbox"/> Doesn't Mind Confrontation
<input type="checkbox"/> Patient	<input type="checkbox"/> Impatient
<input type="checkbox"/> Reserves Opinions	<input type="checkbox"/> Shares Opinions
<input type="checkbox"/> Easy Going	<input type="checkbox"/> Intense
(Others view you as):	(Others view you as):
<input type="checkbox"/> Shy/Introverted	<input type="checkbox"/> Ambitious

<u>TASK</u>	<u>RELATIONSHIP</u>
<input type="checkbox"/> Guards Emotions	<input type="checkbox"/> Shares Emotions
<input type="checkbox"/> Serious	<input type="checkbox"/> Playful (even at work)
<input type="checkbox"/> Disciplined About Time	<input type="checkbox"/> Often Late or Forgetful
<input type="checkbox"/> Dress: Formal	<input type="checkbox"/> Dress: Informal
<input type="checkbox"/> Prefers to Work Alone	<input type="checkbox"/> Prefers to Work with Others

YOUR PRIMARY PERSONALITY STYLE:
(Note: you may demonstrate different ones in different situations)

ASK + TASK = ANALYTICAL
ASK + RELATIONSHIP = AMIALE
TELL + TASK = DRIVER
TELL + RELATIONSHIP = TELL + RELATIONSHIP

Analyticals (Owl)

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Traits

Thoughtful
Serious & purposeful
High standards of performance
Orderly & organized
Dry, witty sense of humor

Strengths

Perfectionists
Neat & tidy
Economical
Self-disciplined

Weaknesses

Can be moody,
critical & negative
Can be indecisive &
over-analyze



Drivers (Eagle)

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Traits

Dynamic & active

Not easily discouraged

Natural-born leader

Confident

Strengths

Determined

Independent & productive

Visionary

Decisive

Weaknesses

Can be insensitive & unsympathetic

Can be harsh, proud & sarcastic



Amiables (Dove)

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Traits

Patient

Well balanced

Quiet but witty

Sympathetic

Kind & inoffensive

Strengths

Easy going &
likeable

Does not like
conflict

Diplomatic

Calm

Weaknesses

Can be stubborn

Can be selfish

Avoids conflict



Expressives (Peacock)

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Traits

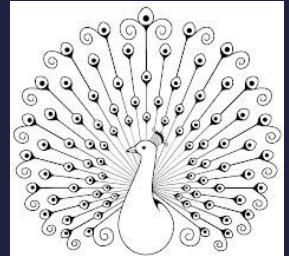
Love to have fun
Humorous
Generous
Want to be included

Strengths

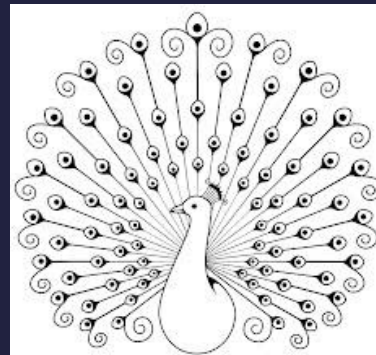
Outgoing
Ambitious
Charismatic
Persuasive

Weaknesses

Can be disorganized
Can be
undisciplined
Can be loud &
talkative



What you need to know CRESTCOM®



How to Deal With Analyticals



1. Don't pressure them for **Decisions**
2. Have correct **Facts** and **Information**
3. Speak **Softly** and **Calmly**
4. Be **Patient**
5. Be in **Ask** mode
6. Give them time **Alone**
7. Give them **Encouragement** with making decisions.

How to Deal With Drivers



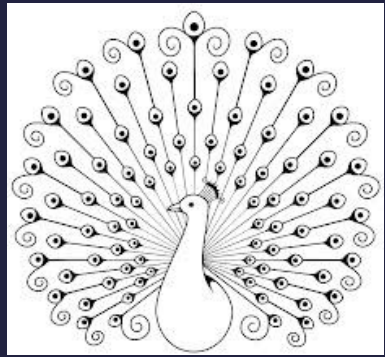
1. Get to the **Point**
2. Be in **Task** mode
3. Give them **Responsibility**
4. Show **Appreciation**
5. Give them **Freedom**

How to Deal With Amiables



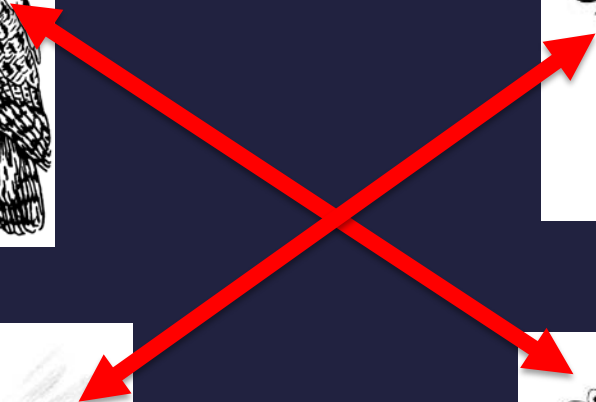
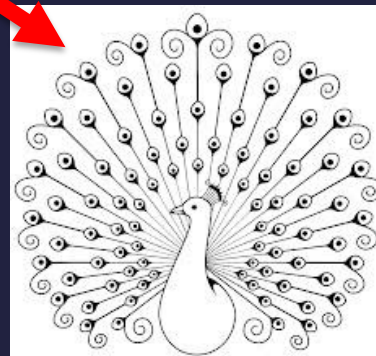
1. Be **Gentle**
2. Don't **Stress** them
3. Show **Consideration**
4. Encourage **Risk Taking**

How to Deal With Expressives

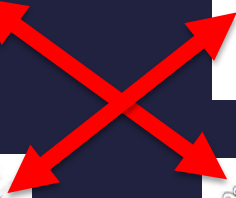


1. Have a sense of **Humor**
2. Give them **Relationship** time
3. Show **Appreciation** for their sense of humor and their charisma
4. Make sure that an Expressive checks their **Facts**
5. Expressives want their leader to show **Excitement** in the workplace

What you need to know CRESTCOM®



Look at Your Opposite Style



1. What do you admire about this personality style?
2. What do you find frustrating about working with this style?
3. What are ways you could adjust your style to work better with this style?
4. What are ways you might reduce the impact of this style's weaknesses?

“The **worst** kind of group for an organization that wants to be **innovative** and **creative** is one in which everyone is **alike** and **gets along** too well. And the **key** to making nearly any kind of diversity work is **managing it well.**”

- **Stanford University**

Key Ideas & Application

- **Best idea to implement**
- **Action steps – (Be Specific!)**
- ***So that...*(expected results)**



