

Personality Typing & Profiling: Effectively Communicating & Working with Various Personalities

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Introduction

In every workplace, we work and interact with many different personalities. This can cause many unnecessary points of frustration and misunderstandings. Being knowledgeable of each individual and their personality can be very beneficial when dealing with coworkers, subordinates and management. When we look at people's personalities, we are getting an understanding of:

- Where individuals get their energy from – do they become energized by the people and the events around them or do they seek energy from within, through internal thinking and meditating?
- The way each person learns or takes energy in – do they need to hear what is being taught or do they want to look at it, read it and absorb it?
- How they go about making their decisions – do they consider facts or feelings? Statistics or Intuition?
- How they interact socially and present themselves in an interactive atmosphere – do they enjoy socializing with a large group that is full of action or do they prefer to talk in a smaller group and have a quieter conversation?

Understanding ourselves and our own personality and why we behave or react the way we do is the first step. The second step is appreciating others for who they are and realizing why we work well together or why we get frustrated with each other when working on different projects.

Keirsey Temperament Questionnaire

When completing the Keirsey Temperament Questionnaire, we really stop to think on how we react, respond and take action on different situations. Our answers summarize into a Four Letter Personality Type Indicator. The characteristics of our personality explain what our natural fallback is in different situations. It is critical to keep in mind that this is how we respond or act when all playing fields are levelled and we are not in a crisis or emergency mode. We lose our natural instincts and comfort zone when we are faced with situations that require immediate and efficient action.

Extroverted or Introverted

The first letter in your personality type indicates whether you are extroverted or introverted. Extroverted indicates that you are energized by “outside” or “external” sources. You enjoy conversation, when problem solving you like to talk things through, you are quick to respond or make decisions – quite often you only see the goal line and not all the passes in between. Introverted individuals are energized by internal thinking, taking time to make sure the decision is the “right” one or the “most thought out”, and make sure you know who you will pass to in order to score.

Intuitive or Sensing

The second letter in your personality type indicates whether you are an intuitive person or a sensing person. If you are “Intuitive”, you look at the big picture, what is possible, you are very imaginative and you trust and act upon inspiration. If you are a “Sensing” person, you are more focussed on “real” and tangible information, wanting real life examples, there needs to be an amount of certainty and trust and act upon experience and statistics.

Thinker or Feeler

The next letter in your type will indicate if you are a “Thinker” or a “Feeler”. Is your main concern about the bottom line? Is efficiency, the most important piece of a productive workplace? Are you analytical? Do you feel that everyone should be treated the same? If you answered yes to the questions above, you likely have a “Thinking” personality type. If you are more concerned about how decisions and actions affect the people, are very concerned about harmony, feel that a happy workplace is the most important factor and feel that everyone should be treated as an individual, you likely have a “feeling” component to your personality type.

Judger or Perceiver

The last characteristic of your type will be if you are a “Judger” or a “Perceiver”. Judging characteristics include being planned, organized, orderly, like things to be scheduled and need decisiveness. Perceiving characters are okay with open

ended results, always open to new ideas, driven by deadlines and are flexible and spontaneous.

Your Personality

Where do you think you fit given the information above? Again, please remember that just because your tendency is to go one way or another, it does not mean in certain circumstances you wouldn't react in the completely opposite manner. If you tend to make decisions based on thought, this does not mean that you do not have feelings or do not care at all about the impact your decisions have on the people. On the other side, if you are usually concerned about how things impact the people, when it is a state of emergency, you likely would just take charge and make sure that things were looked after and then worry about the people after.

Learning and grasping personality types within your group or team gives you insight on:

- Their strengths
- Their weaknesses
- How you can help them succeed
- How to best communicate with them

Having this information, makes teams stronger. It makes it easier to make sure that you are tapping into everyone's strengths and not putting them in a position to not succeed. It dissipates the frustration that you have with each other as you appreciate the form in which both of you like to communicate and receive

information. Time spent being frustrated is a complete waste of time. We come to understand that everyone brings a different piece of the puzzle to the whole picture.

Problem solving is a huge function of any team. If you have different personalities on your team, it can pose frustrations at times but when it comes to problem solving, it can be very beneficial.

- Sensing personalities may focus too heavily on their experiences and how things have been done in the past, neglecting to look for new options and forgetting about the wider implications.
- Intuitive people will likely find a new theory so invigorating that they will forget the experience factor and neglect the realities of the resources available.
- Thinkers will focus primarily on the most efficient solution that is logical and forget about the impact on the people and the values that should be guiding the decisions.
- Those that prefer feeling will be very engrossed in understanding and thinking about the people that they may forget to consider the consequences and find it hard to make difficult but needed decisions.

All of the different tendencies will keep the others in check and bring different perspective and insight to the situation. This makes for a well rounded, well thought out problem solving session that will inevitably bring subjects to the table

that would not have been thought of if everyone approached decision making and problem solving in the same fashion.

Conclusion

Understanding different personality types does not give us the ability to read minds or make judgements of how people should act or react. It simply allows us to have appreciation for how people respond in “normal” circumstances and why they may respond differently in a “crisis” situation. It allows us to bring different strengths, opinions and perspective to the table during discussions. It allows us to make sound decisions and to grow stronger as a team.