I Love My Job, it’s the People I Can’t Stand!

Jody Urquhart
www.idoinspire.com
4 Behavioral Types:

1) **Director**
   - Very fast paced and productive
   - Works well under pressure
   - Great at delegating
   - Winning is important

**Challenges:**
- May take on too much and get overwhelmed
- Does not tend to balance appreciation with criticism
- Tend to look over your shoulder
- Can be bad listeners (far too busy to listen)
2) Socializer
Likes fun, excitement and recognition
Can be very persuasive and have the gift of gab
Tend to have a positive and sunny disposition

Challenges:
Not detail oriented
Tends to jump into things without preparation (let’s just see what happens)
May be disorganized and not get stuff done
May exaggerate and leave out important details
3) **Steady Relater**
Strives for stability and tries to blend in
Likes close one-on-one relationship
Loyal and reliable
Great listeners

**Challenges:**
Tends to avoid conflict
Feelings may get hurt easily
Doesn’t like change
4) **Cautious Thinker**
Likes order, accuracy and analysis
Tend to be planners, very systematic and intellectual
Highly detail oriented and rational

**Challenges:**
May procrastinate
Take a long time to make decisions
Can be a perfectionist – Tasks need to be done
Can be very critical and pessimistic in nature
If you created a work team with all 4 personality types, how would they solve a problem?
The Director- Would quickly create and delegate his plan to others

The Socializer- Would want to express his opinion, discuss and get agreement

The Relater- Would need for the group to bond first and would not want to rock the boat or make any abrupt changes

The Thinker- Would need proper data, time and analysis to think this through
THE REWARD IS WITHIN

• The contest lasts for moments
  Though the training's taken years,
  It wasn't the winning alone that
  Was worth the work and the tears
  The applause will be forgotten
  The prize will be misplaced
  But the long hard hours of practice
  Will never be a waste
  For in trying to win
  You build a skill You learn that winning
  Depends on will
  You never grow by how much you win
  You only grow by how much you put in
  So any new challenge
  You've just begun
  Put forth your best
  And you've already won.