

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



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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.