



BELLEVUE
UNIVERSITY

WHAT'S MY TYPE

Traits at Work

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Review



How did your 360 turn out?

Anything surprising?

How can the Keirsey
Temperament Sorter impact
your 360 or your goals?

How was your first coaching
session?

A Quick Assessment



A Review of Traits

TRAITS

What's the **value** of **trait-based** assessments?

What **assessments** have you taken in the **past**?

What's the value of your **Keirsey Temperament Sorter** results?

What's a **Trait**?

What's a **State**?

Toy



Jim Twins

State or
Trait

Jim Lewis
Jim Springer



James Allan



Linda, then Betty



50 miles

Ohio

Met at

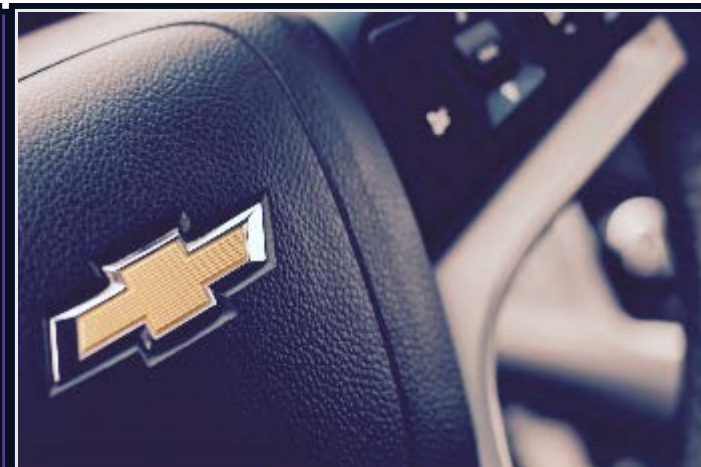
39

years old

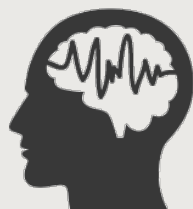


Same Score

Personality tests

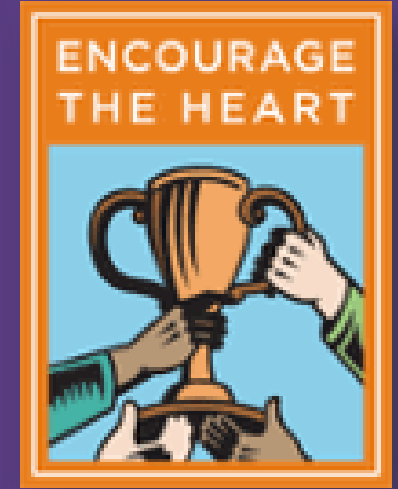
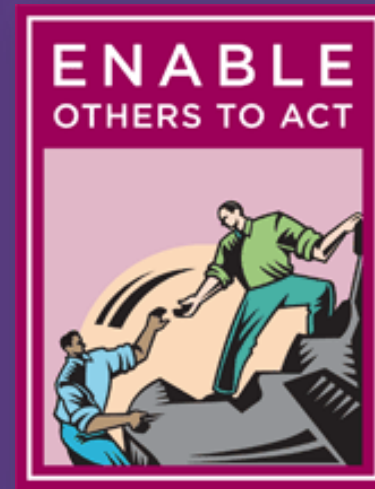
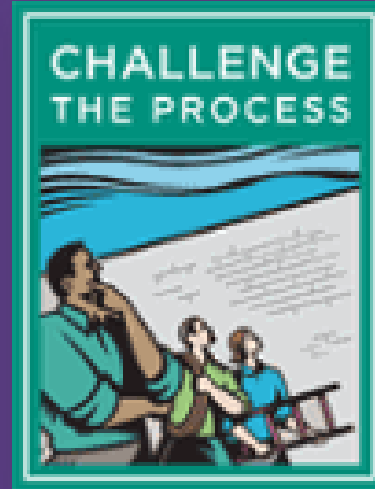
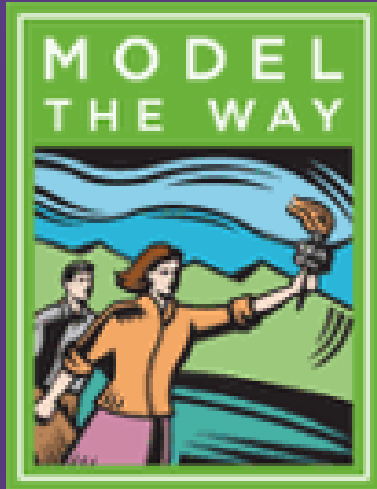


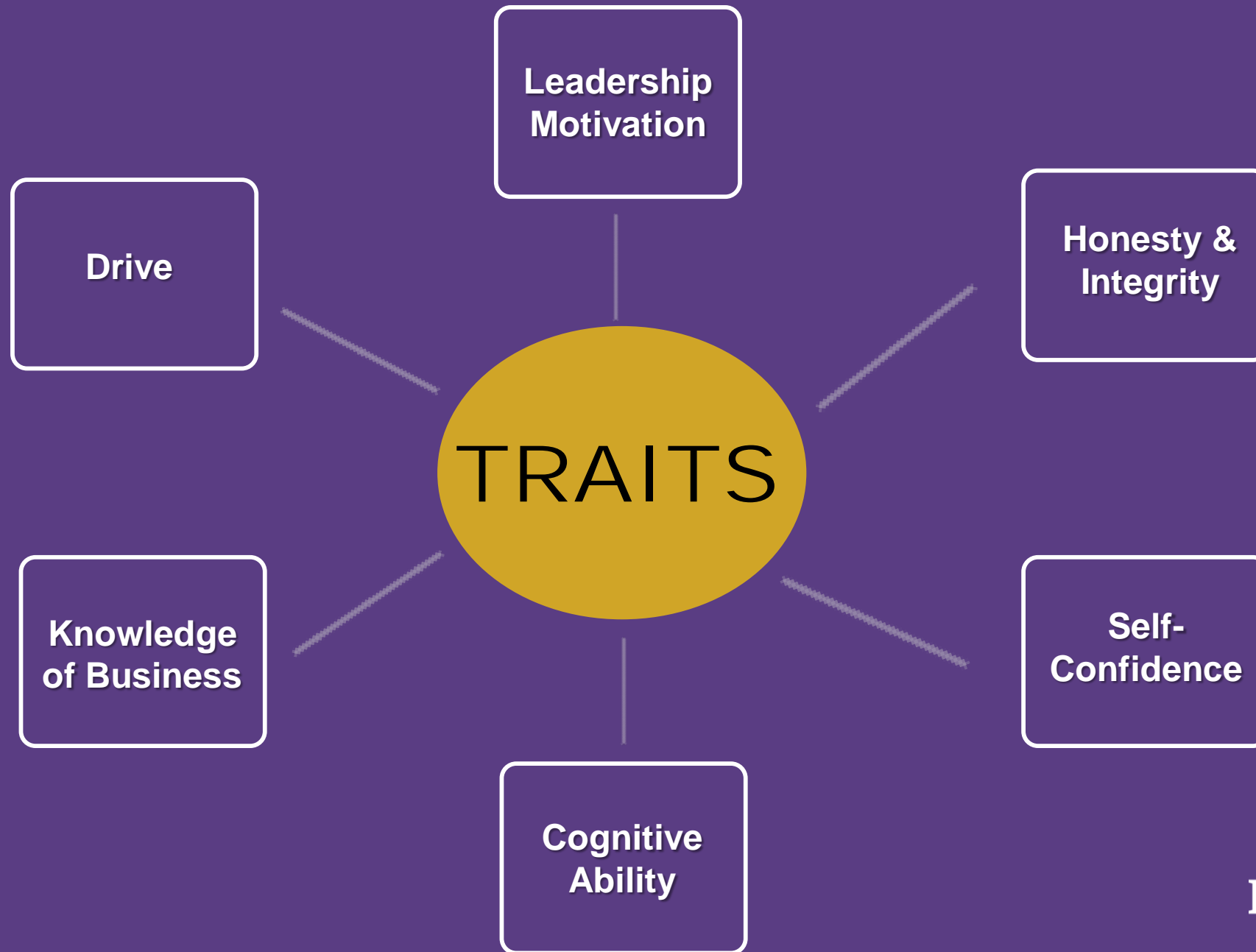
Sheriff
Deputies



About Leadership:

The effects of character traits on leadership







The Big 5 Personality Test



OPENNESS

Imagination

Curiosity

Broad range of
interests



CONSCIENTIOUSNESS

Thoughtfulness

Goal-oriented

Organized and
mindful of details



EXTRAVERSION

Sociability

Talkativeness

High
Expressiveness



AGREEABLENESS

Trust

Kindness

Affection and
prosocial
behaviors



NEUROTICISM

Emotional stability

May demonstrate
more anxiety,
irritability &
sadness



Walk Around

Active, fast-paced,
assertive, dynamic,
bold

Questioning, objective,
skeptical,
logic-focused,
challenging

Accepting, people-
focused, empathizing,
receptive, agreeable

Thoughtful, moderate-
paced, calm,
methodical, careful

Temperament as a Preference

Temperament as a Preference

Introversion

Social Style

Extroversion

Sensing

Thought Process

Intuition

Thinking

Decision Making

Feeling

Perceiving

Organizational Preference

Judging

Which one are you?

Types

ARTISAN

ISFP
ISTP
ESFP
ESTP

GUARDIAN

ISTJ
ISFJ
ESTJ
ESFJ

RATIONAL

INTP
INTJ
ENTP
ENTJ

IDEALIST

INFP
INFJ
ENFP
ENFJ

Artisan

Typically optimistic, focused on immediacy and the present.

Pride themselves in being unconventional, bold and spontaneous.

Highly adaptable to change, craves excitement and new experiences.

Prone to impulsive action and/or risk-taking.

Desires recognition of talent and/or accomplishments

Strength - Tactical



Guardian

Pride themselves on being dependable, helpful and hard working.

Put emphasis on schedules, deadlines, and respect for established procedure.

Cautious in action, usually preferring stability and routine to innovation.

Function well within bureaucracies.

Identify strongly with authority and tradition.

Strength - Logistical



Rational

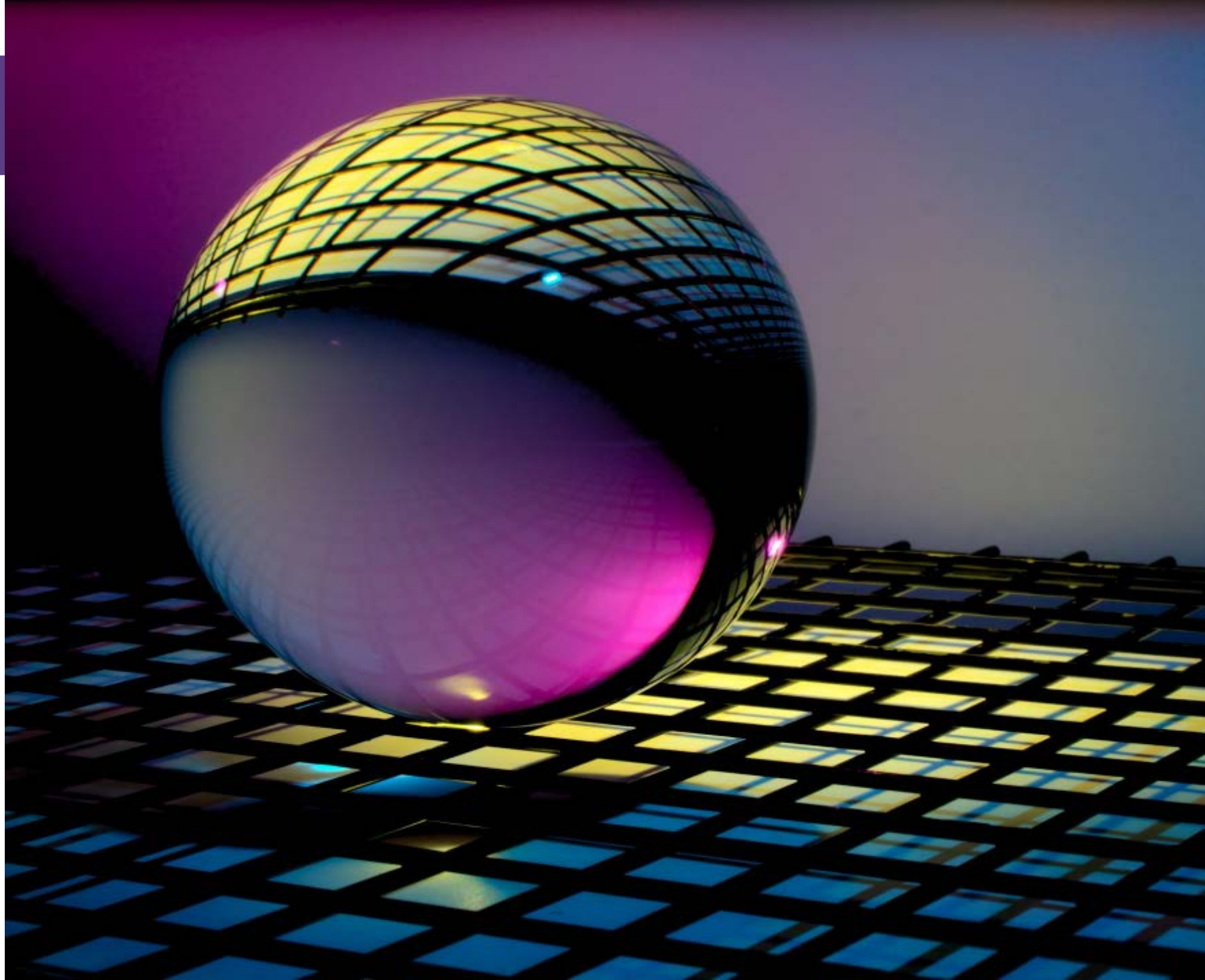
Pragmatic, skeptical and focused on problem solving and analysis.

Value ingenuity, independence and self-control.

Impatient with redundancy, inefficiency or tradition for tradition's sake.

Excel at long-range vision and strategy; drawn to innovation and technology.

Strength - Strategic



Idealist

Enthusiastic, trusting and passionate in explaining their beliefs.

Pride themselves on authenticity, sensitivity to others and intuition.

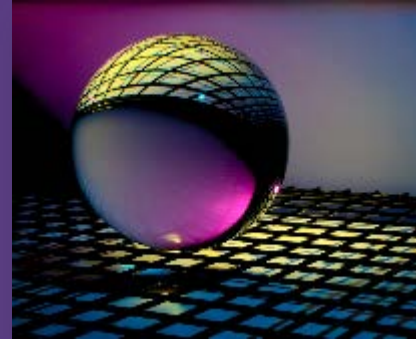
Generous and driven to bring out the best in those around them.

Dislikes conflict and disagreements, usually preferring to avoid them.

Strength - Mediator



Types and Teams



Communicate
Deal with Conflict
Problem solve and make decisions
Lead organizational change
What are the **strengths** and **challenges** faced by each type in a team setting?

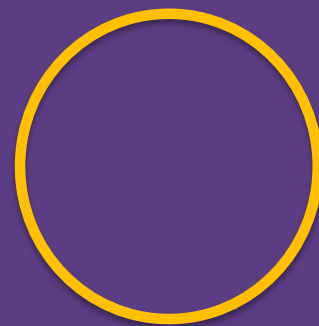
How does **LEADERSHIP DEVELOPMENT**
incorporate **TEMPERAMENT**?

A top-down view of a wooden desk. On the left, a blue pen lies vertically next to a notepad with lined paper. On the right, a portion of a white computer keyboard is visible. The text "What else?" is overlaid in a large, white, sans-serif font across the center of the image.

What
else?

What other organizational or operational functions are impacted by temperament?





What's More
Important...

Knowing *your* type or your
employees' type?

What about your boss?



Case Study



How does individual temperament affect interactions in a team environment?

How does Stephen's temperament, specifically, affect the potential outcomes of the implementation?

What are some of the strengths and challenges that are facing the team, both from an individual and group perspective?

These may include communication, conflict, and decision-making processes.

What task(s) might you assign each team member in order to get the best results from the team?

Questions on

TRAITS and TYPES?





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