

Belleuve University & NHA



What's My Type?

Traits At Work

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Today's Objectives:

- **Have Fun**
- **Review 360 Assessment**
- **Learn More About Ourselves**
- **Introduction Personality Types**
- **History of Personality Types**
- **Understanding Your Own Personality Type**
- **Personality Types & Leadership**
- **Personality Types & Decision-Making**
- **Personality Types & Team-Building**





360 Review

How did your 360 results turn out?

What surprises (blind spots) did you experience?

What other areas you would have liked feedback around?

How do you think the Keirsey Temperament Sorter can work in conjunction with the 360 results?

A Fun Assessment



What Are Personality Types / Traits?

Building Blocks of Who Someone Is

Thinking, Feeling, Behaving



Decision Making



Communication



Understanding Self & Others



Brief History Personality Types



Carl Jung

- Developed concepts of introverted / extroverted personality types
- Furthered research into the concepts of:
 - Thinking
 - Feeling
 - Sensation
 - Intuition



Isabel Briggs Myers Katherine Cook Briggs

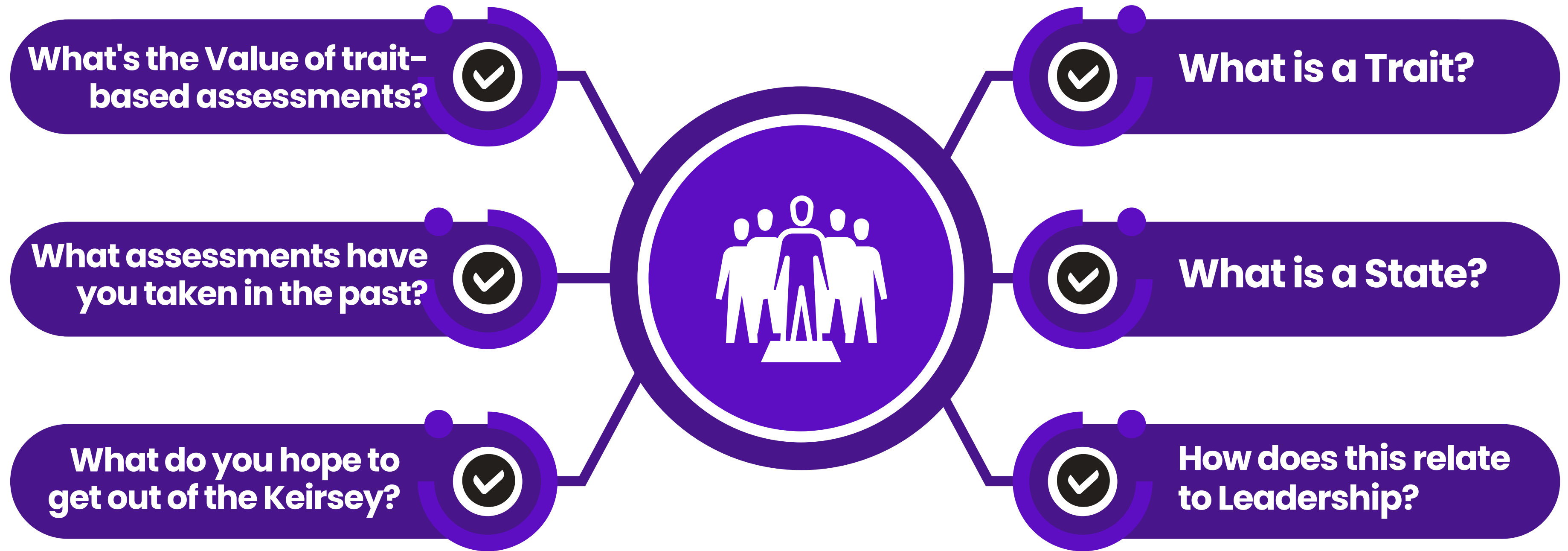
- Developed MBTI
- Based on Jung's Theory
- WW II era – What job is the best fit?
- Extroversion/Introversion
- Sensing/Intuiting
- Thinking/Feeling
- Judging/Perceiving



David Keirsey

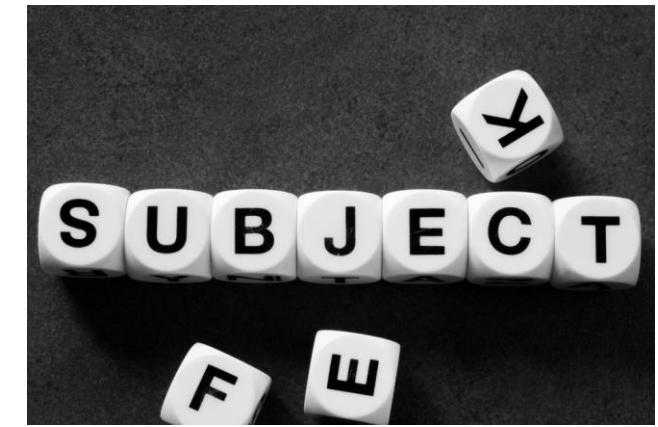
- Developed during WWII
- Geared more towards behavior & preference
- Uses 16 Types (MBTI)
- Artisan
- Guardian
- Idealist
- Rational

Personality Assessments & Their Value



Nature OR Nurture?

Minnesota Center for Twin & Family Research



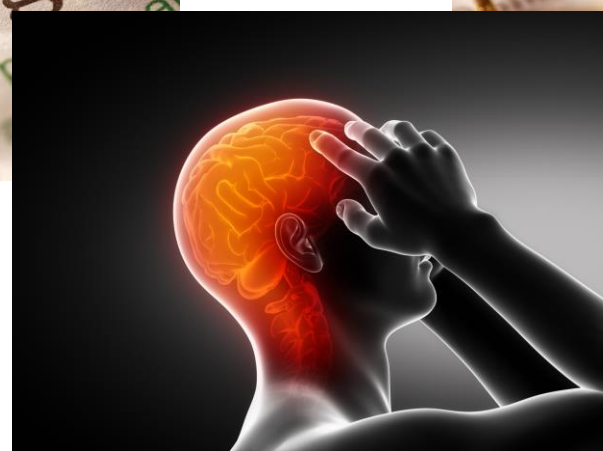
Jim Lewis



JIM
TWINS



Jim Springer



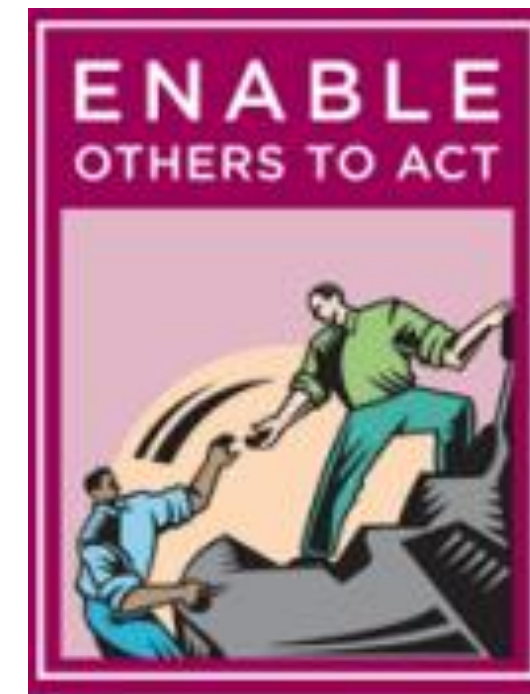
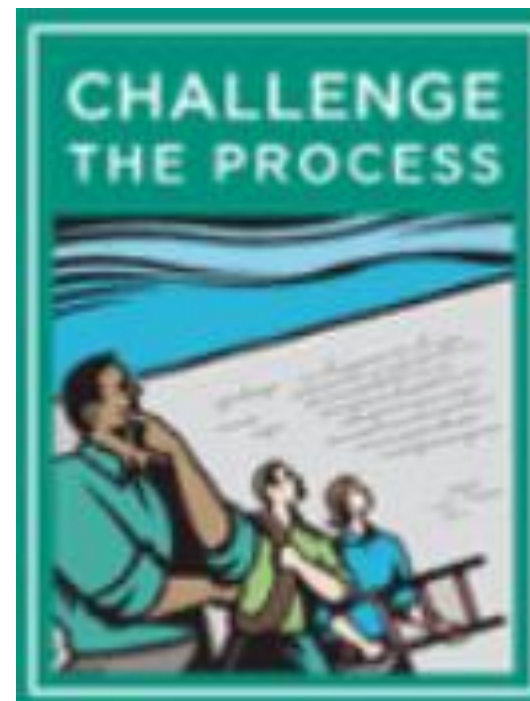
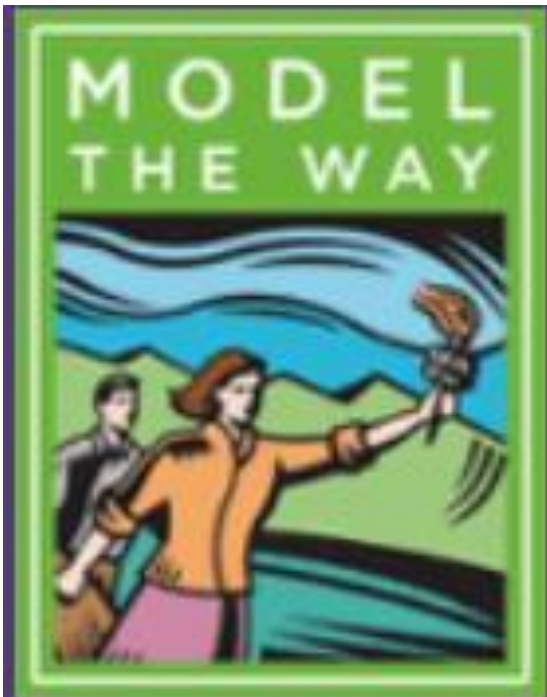


What's Your Type?

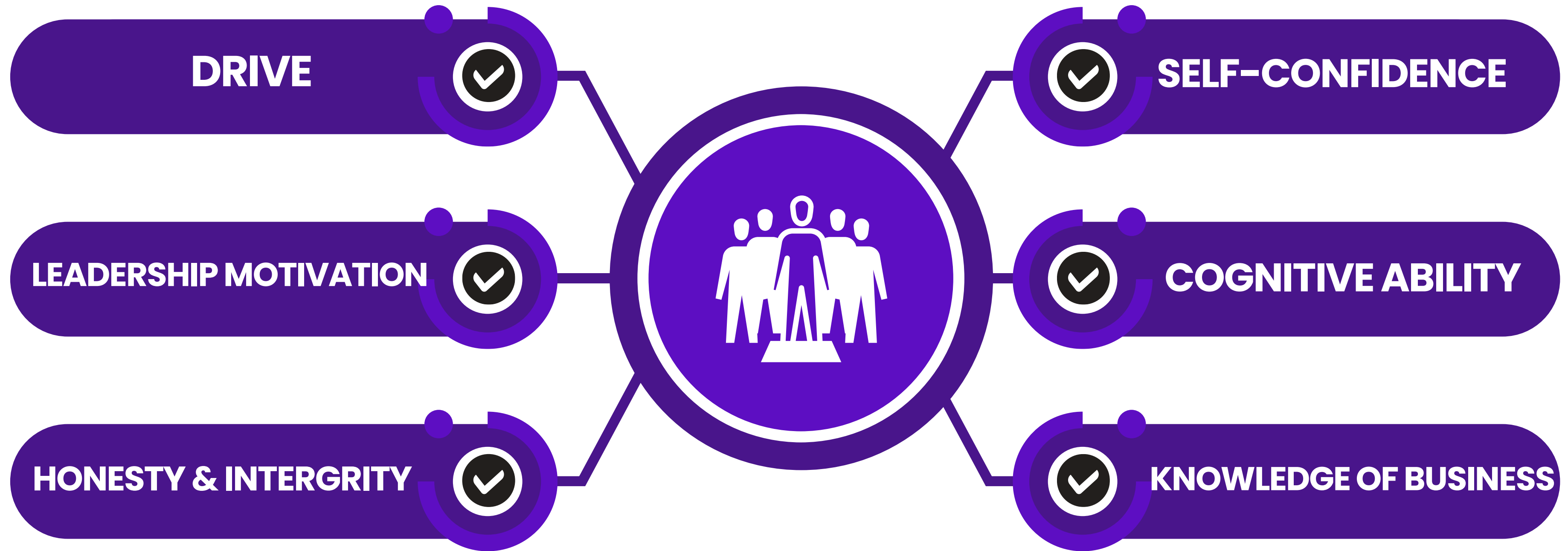


Personality Traits & Leadership

The Effects of Character Traits on Leadership



TRAITS & LEADERSHIP



The Big 5 Personality Test



OPENNESS



CONSCIENTIOUSNESS



EXTRAVERSION



AGREEABLENESS



NEUROTICISM



ACTIVITY

Active, fast-paced, assertive, dynamic, bold

Questioning,
objective,
skeptical,
logic-focused,
challenging

Accepting,
people-focused,
empathizing,
receptive,
agreeable

Thoughtful, moderate-pace, calm, methodical,
careful

Temperament as a Preference



WHAT'S YOUR TYPE?

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 log-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 & Teams



Communicate

What are the strengths and challenges of communication with each type?



Conflict

What are the strengths and challenges in how each type deals with conflict?



Problem Solving

What are the strengths and challenges of each type in how they problem solve and deal with conflict?



Lead Change

What are the strengths and challenges for leading organizational change for each type?



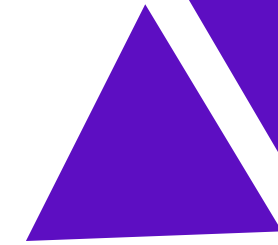
Small Group Activity

**How does your
type influence
your leadership
style?**

**What are the gifts
you bring to the
team? What are
other's gifts?**

What Do You Need to Utilize All Types?

- Trust
- Promote & Lead Communication
 - What type of communication?
- Positive Team Culture
- What Else??



Put It Into Practice

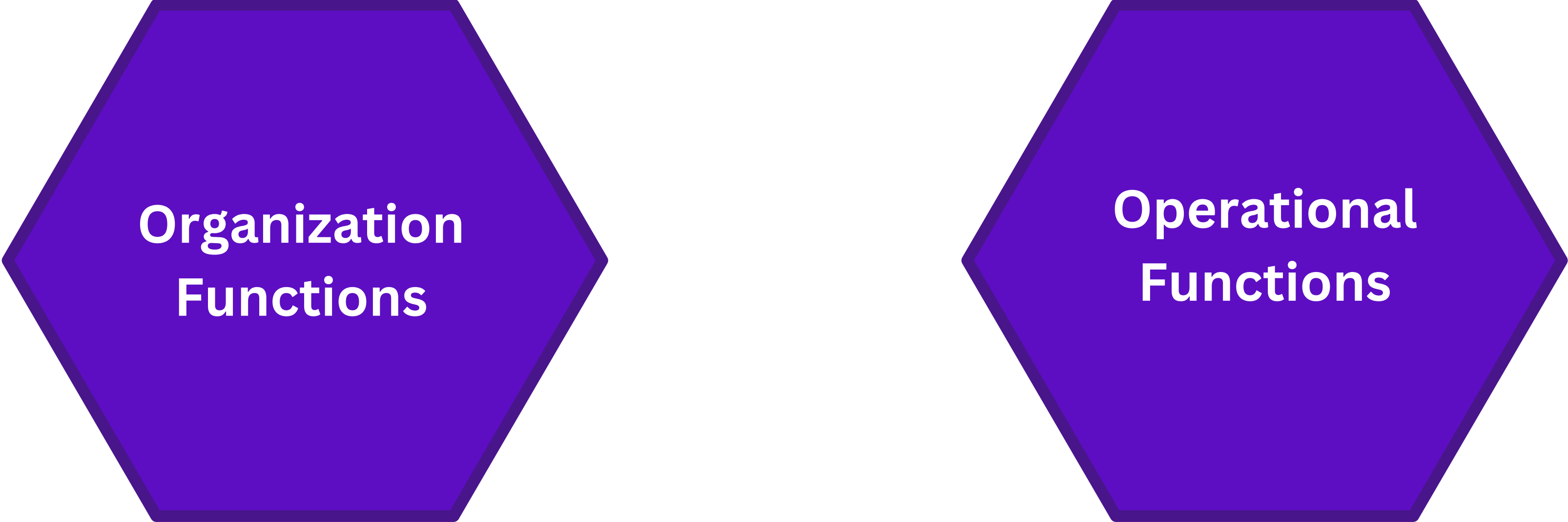
**What is a
scenario you're
facing in the
workplace?**

**How can you
utilize your
type?**

**What other
types do you
think you can
use as
resources?**

**Who do you
have on your
team / can you
bring in to
round it out?**

What is Impacted by Temperament?



**Organization
Functions**

**Operational
Functions**

What's More Important?

**Knowing Your
Employee's
Type?**

**Knowing Your
Type?**

**Knowing Your
Supervisor's
Type?**

Case Study

How does individual temperament affect interactions in a team environment?

How does our subject's temperament, specifically, affect the outcomes?

What are the strengths and challenges facing the team?

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

**What
questions
do you
have?**



Thank
you

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