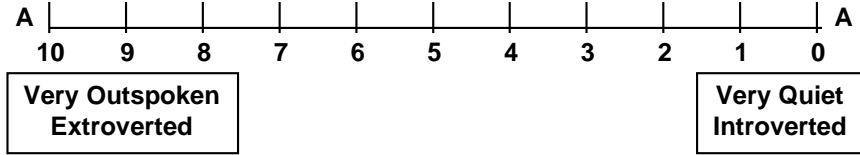


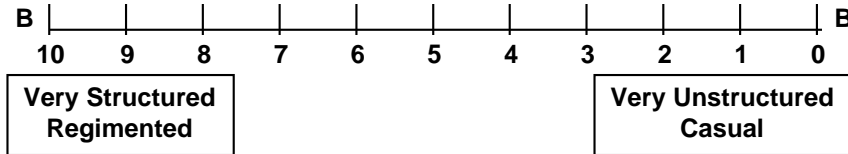
Understanding and Working with Personality Styles

The following tool is a simple, quick method of learning a person's personality style. The following page provides a quick overview of each of the four primary styles. It is of value to not only examine our own personality type, but to also gain insight on the style of our fellow team members and how to better communicate with all four styles:

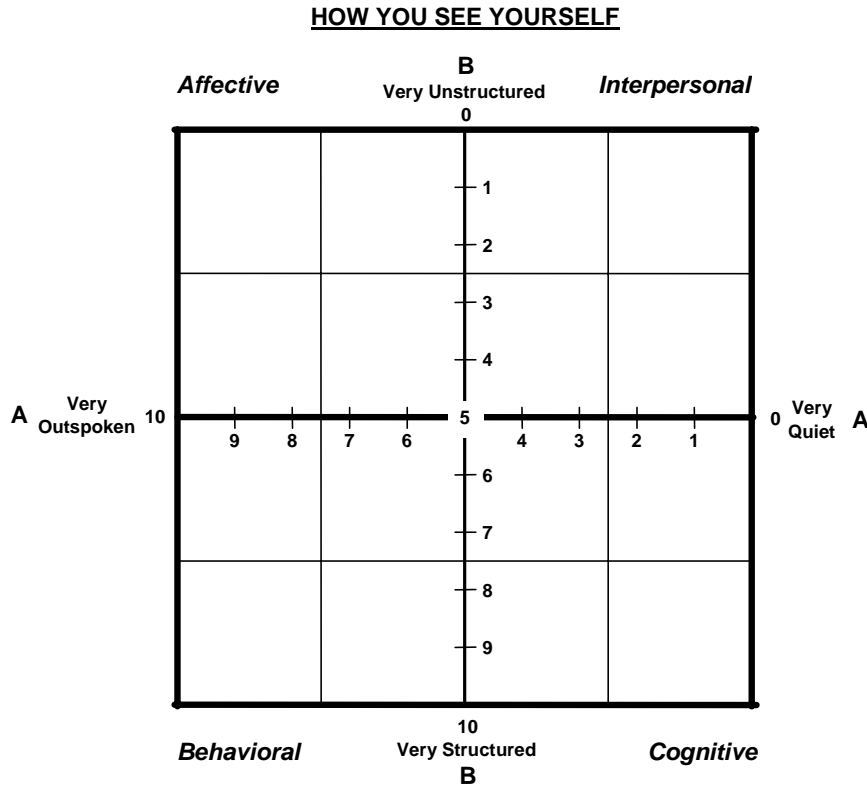
1. Rate yourself where you would be most of the time in most situations on line **A**. You must not pick a 5.



2. Rate yourself on line **B**. Do not pick a 5.



3. Transfer the information on line **A** and **B** to the quadrant below.



Four Personality Styles Explained

Affective

- Creative, entertaining and caring
- Decides quickly and spontaneously
- High need for socializing and fun
- Wants approval, recognition
- Seeks freedom to express self
- Fast starters, entertainers and effective persuaders
- Unfocused, careless and ignores details
- Resists regulation, routine and perfectionism
- Assesses others by status and level of influence
- Caring, very people oriented

Interpersonal

- Caring, very people oriented
- Risk and stress avoider
- Cautious decision maker, dislikes impatience and being rushed
- Relationships/communication is important
- Wants acceptance and inclusion
- Unstructured, creative and relaxed
- Fears unexpected situations and change
- Secure with friendships and co-operation

Behavioral

- Results, task and bottom line oriented
- Decides quickly and conclusively
- Acts fast in a definite way
- Secure when in charge of situation/fears loss of control
- Impatient/insensitive and dislikes details
- Assesses others by their performance, results and success record
- Inspired with winning

Cognitive

- Logical and controlling
- Cautious decision maker/decision based on research
- Wants facts, details and accuracy
- Acts slowly and systematically
- Structured, practical and formal
- Dislikes impatience, being rushed or disorganization
- Tends to procrastinate, be critical, resists delegation