



# Personality Typing for Success

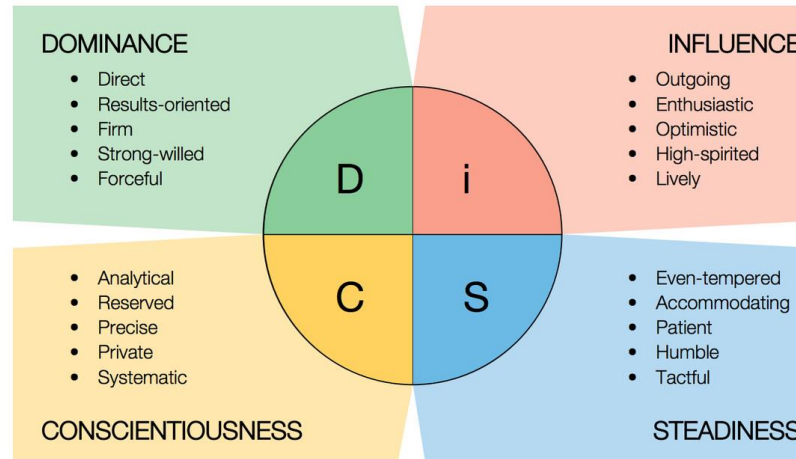
The things that make us different – life experiences, socioeconomic background, education, among other traits – help to shape our personality, by influencing our biases and preferences. The DiSC model and Myers Briggs Type Indicator (MBTI) are two tools that provide a framework for understanding how the interaction of these preferences result in our personality type. Understanding your personality type can help you discover your strengths and weaknesses, and provide insight into ways to improve your relationships. Some examples of the DiSC profile are below.

## D: Dominance

- Value immediate results, taking action, challenges
- Fear vulnerability
- Communicate: Briefly provide bottom line and focus on solutions

## C: Conscientiousness

- Value quality, accuracy
- Fear being wrong
- Communicate: Focus on facts and details, minimize emotions



## i: Influence

- Value coaching, expressing, relationships
- Fear loss of influence
- Communicate: Share experiences and allow them to share without interruption

## S: Steadiness

- Value loyalty, helping, stability
- Fear change
- Communicate: Be personal, friendly, and provide clarification

## Myers Briggs Type Indicator

Identifies 16 distinct personality types based on your preference in 4 pairs of psychological preferences

**Extroversion (E) or Introversion (I):** Do you focus more on the people and things around you (E) or focus on the ideas and images in your mind (I)?

**Sensing (S) or Intuition (N):** Do you pay attention to what you can see, hear, touch, taste, and smell (S) or the impressions, and meanings and patterns of received information (N)?

**Thinking (T) or Feeling (F):** Do you try to be consistent and logical in decisions (T) or do people's feelings and special circumstances weigh heavily in your decisions (F)?

**Judging (J) or Perceiving (P):** Do you prefer a planned orderly way of life (J) or a flexible and spontaneous way of life (P)?

### Why use personality typing?

Quickly read others and adapt your own interactions and responses to:

- Communicate more effectively
- Build productive teams
- Improve conflict management
- Motivate a co-worker