The Personality Puzzle:
Building Stronger Connections in the Workplace

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Purpose & Goals

1. Overview of personality types
2. In communication styles
3. In collaboration and teamwork
4. Actions you can take

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The Basics of Personality Types

1. There are multiple personality types and methods of assessment.

2. Personality types are unique to each individual - no right or wrong type.

3. Various dimensions of personality exist.

4. Enhanced communication and trust come through understanding of personality types and styles.

5. A diversity of personality types create a stronger and more collaborative workplace.

Key Personality Categories

Introverts & Extroverts +

Thinkers & Feelers

Structured & Flexible

Additional Variations/Levels

Action Oriented

Relationship Oriented

Detail Oriented

Creative Oriented

Adapting Communication Styles

A Tailored Approach

- Focus on being intentional.
- Adjust tone, body language, and messaging to suit different personality types.
- Empathy and flexibility are key.
- Active listening and mirroring are critical.

Enhancing Collaboration & Teamwork

Strengthens Teams

- Enhanced decision making
- Perspective
- Employee morale

Builds Trust

- Improved communication
- Accountability
- Creates understanding

Creates Role Assignments

- Matching strengths
- Encourages growth/stretch
- Improves efficiency

Five Actions You Can Take

1. Choose an assessment for employees/colleagues.
2. Use the assessment for all employees (don't forget new hires).
3. Once implemented, be sure all team members have access to one another's profile.
4. Hold one another accountable to understanding and discussing variations within teams or between colleagues.
5. Use assessments and/or profiles as part of new employee orientation, at the beginning of projects, or with new business partners.

Interested in learning more?

QUESTIONS?

Thank you!

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