

# MODULE 3

# UNDERSTANDING PERSONALITY TYPES



## IDENTIFY YOUR BEHAVIOUR AT WORK

- For each of the following statements, read the four choices and circle the one that best describes you at work.
- Then count the number of circled items in each column and write the total for each column at the bottom.

1

2

3

4

	1	2	3	4
<b>What you talk about</b>	Results, what you want to achieve	Dreams and aspirations	Feelings and experiences	Facts and figures
<b>Pace of speech</b>	Very fast	Fast	Slower	Moderate
<b>Appearance</b>	Designer clothes, classy dresser, formal	Bold colours, trendy, informal	Gentle, muted colours, casual	Conservative, classic dresser, business-like
<b>Communication style</b>	Direct, to the point	Animated, excitable	Casual, dreamy thoughts	Specific, concise
<b>Motivated by</b>	Results	Applause	Approval	Activity
<b>Thrives on</b>	Pressure, change	Stimulation, fun	Togetherness, support	Accuracy, information
<b>Expression of anger</b>	Impatient, aggressive	Easily frustrated, can get explosive	Gentle, gets flustered	Slow to anger, rational approach
<b>Work style</b>	Intense, driven, several tasks at once	Likes freedom, lots of people interaction	Easy going, cooperative, willing to be of service	Thorough, attention to detail, one thing at a time
<b>Work area</b>	Organised	Interesting things, gadgets	Mementos, souvenirs	Paperwork in piles
<b>Work pace</b>	Works fast, likes change	Faster, bores easily	Rarely in a hurry, dislikes pressure	Methodical, steady stream of work
<b>Dislikes</b>	Wasting time	Reinventing the wheel	Confrontation	Being wrong
<b>Group role</b>	Leader, need for control	Rapport builder, need for centre of attention	Peacemaker, need to feel included	Information provider, need for focus and direction
<b>Wants appreciation for</b>	My productivity	My contribution	My involvement	My quality of work
<b>Likes to get rewarded with</b>	Power	Recognition	Approval	Responsibility
<b>TOTAL</b>				