





MODULE 3

UNDERSTANDING PERSONALITY TYPES

▶ UNDERSTANDING YOUR PROFILE

To really simplify each personality type, we can look at one core trait that sums up their entire personality and the one main trait that each type needs to improve.

PERSONALITY TYPES	CORE VALUE	NEEDS TO DO MORE...
 Panther	Results	Listening
 Peacock	Recognition	Checking for appropriate behaviour
 Dolphin	Relationships	Initiating
 Owl	Being right	Making the decision

▶ YOUR KEY TRAITS

The four different personality types are not listed in any order. They are not good or bad, right or wrong, they are just different. Here are some of the key components of each type. Circle the traits from your type that best describe you.

PANTHER	PEACOCK	DOLPHIN	OWL
action-oriented	verbal	patient	diplomatic
decisive	enthusiastic	loyal	fact finder
problem solver	convincing	team player	conventional
assertive	emotional	mature	precise
aggressive	optimistic	gentle	cautious
adventuresome	animated	emphatic	deliberate
independent	generous	questioning	logical





▶ YOUR HIGH WANTS

Each personality type has a certain number of high wants that strongly motivates them and that they greatly value. They may not make much sense or be important to you, but you need to recognise that they are very important to the other personality types.

PANTHER	PEACOCK	DOLPHIN	OWL
challenges	social recognition	guarantees	high standards
power	provide service	security	details
options	to be with people	quality control	perfection
authority	group activities	appreciation	tradition





▶ PERSONALITY TYPES & STRESS

Unfortunately, each type does not always 'play' well with the other types. Without even being aware, we can cause stress in the lives of others, simply because of who we are.

PERSONALITY TYPE	HOW EACH PERSONALITY TYPE CREATES STRESS IN OTHERS
 Panther	Always in a hurry, impatient with delays and requires people to do several things at once.
 Peacock	Can be draining, verbose, emotional and can use humour inappropriately.
 Dolphin	May slow down the group's pace, maybe unclear at times, can be indecisive in taking action.
 Owl	Will be intolerant of mistakes, slow to give praise, may put off making a decision until certain.

▶ PERSONALITY TYPES UNDER STRESS

There are several indicators and signs that each personality type will exhibit while under stress.

PERSONALITY TYPE	FIRST REACTION	LAST REACTION
 Panther	Will take control and give orders	Gives in
 Peacock	Attacks, lashes out at others	Avoids
 Dolphin	Gives in	Commands
 Owl	Avoids making decisions and confrontations	Attacks

The following chart shows the different approaches that each style. For example, Panthers are very deliberate and direct, while Peacocks are direct and spontaneous.

