



Personality Types

Communication Types

# PERSONALITY TYPES



# Test Time

## The Smalley Center Free Personality Test

**Instructions:** In the space provided, identify the degree in which the following characteristics or behaviors most accurately describes you while at work.



0 = not at all

1 = somewhat

2 = mostly

3 = very much



# 4 Personality Types

Which Type are you...

Lion, Otter, Golden Retriever, or Beaver?

Plot your scores on the graph and connect the dots from one column to the next. Your strengths are the columns in which you scored the highest points.



# Lions

## Characteristics:

Leaders

Decisive

Problem-solvers

Not conversational



Suggestion: Be softer, more gentle, and include others when making decisions



# Otter

## Characteristics:

Fun-loving     Motivators

Entertainers     Creative

Networkers     Talkers



Suggestion: Think before you speak ,and consider consequences before you act



# Retrievers

## Characteristics:

Loving

Good Listeners

Nurturing

Encouragers

Loyal



Suggestion: Practice saying no and making firm decisions



# Beaver

## Characteristics:

Hard working

Detailed

Accurate

Focused on quality



Suggestion: Learn to relax and don't expect others to do things just like you.

# Interpretations

	The Lion	The Otter	The Retriever	The Beaver
<b>Relational Strengths</b>	Takes charge Problem solver Competitive Enjoys change Confrontational	Optimistic Energetic Motivators Future oriented	Warm and relational Loyal Enjoys routine Peace-maker Sensitive feelings	Accurate and precise Quality control Discerning Analytical
<b>Strengths Out of Balance</b>	Too direct or impatient Too busy Cold blooded Impulsive or takes big risks Insensitive to others	Unrealistic or day-dreamer Impatient or over bearing Manipulator or pushy Avoids details Lacks follow through	Attract the hurting Missed opportunities Stays in a rut Sacrifices own feelings for harmony Easily hurt or holds a grudge	Too critical or strict Too controlling Too negative of new opportunities Lose overview
<b>Communication Style</b>	Direct or blunt One-way <u>Weakness:</u> <i>Not as a good listener</i>	Can inspire others Optimistic or enthusiastic One-way <u>Weakness:</u> <i>High energy can manipulate others</i>	Indirect Two-way Great listener <u>Weakness:</u> <i>Uses too many words or details</i>	Factual Two-way Great listener (tasks) <u>Weakness:</u> <i>Desire for detail and precision can frustrate others</i>
<b>Relational Needs</b>	Personal attention and recognition Areas where they can be in charge Opportunity to solve problems Freedom to change Challenging activities	Approval Opportunity to verbalize Visibility Social recognition	Emotional security Agreeable environment	Quality control Exact expectations
<b>Relational Balance</b>	Add softness Become a great listener	Be attentive to needs of others There is such a thing as too much optimism	Learn to say "NO" ... Establish emotional boundaries Learn to confront when own feelings are hurt	Total support is not always possible Thorough explanation isn't everything



Personality Types

Communication  
Styles

# COMMUNICATION STYLES

# THE FOUR STYLES OF COMMUNICATION



- There are four basic styles of communication.
- No one style is “better” than another.
- Each has strengths and challenges.

## Keys to Quality Communication:

- Be aware of your own challenges.
- Be aware of the strengths and challenges of others.

# PRIMARY AND SECONDARY STYLES



Your **Primary Style** is the way of communicating that you most rely upon and determines how others perceive you.

Your **Secondary Style** is an additional way you communicate that is not as deeply ingrained as your Primary Style. You tend to leverage this style more naturally with those who have this as their Primary Style.



# Senser

## Strengths

- Practical
- Steadfast
- Detailed
- Structured
- Methodical
- Dependable

## Challenges

- Narrow Focus
- Single-Minded
- Nit-Picking
- Rigid
- Inflexible
- Overly Conscientious

## Tips for Business Communication:

- Warm your messages with a simple greeting, such as “Hello” or “Good Morning”.
- Use “Please” and “Thank you” where appropriate.
- Sensors often think in the present, try to consider past history and future reactions before you communicate.

You have a tendency to send down-to-earth, fact-based, and actionable messages.

You very quickly “get to the point”.

The “Intuitor” is your psychological opposite.



# Intuitor

## Strengths

- Ideological
- Creative
- Theoretical
- Visionary
- Original
- Sees What Others Miss

## Challenges

- Restless & Rebellious
- Scattered
- Unconventional
- Makes Leaps of Logic
- Skips the Details
- Lacks Closure

### Tips for Business Communication:

- Warm your messages with a simple greeting, such as "Hello" or "Good Morning".
- Use "Please" and "Thank you" where appropriate.
- As an Intuitor, you are often thinking about the future. Try to keep in mind past and present interactions, as they can shape the future.

Your communications are spontaneous, original and idea-filled.

You are often forward thinking and have strong intuition.

The "Senser" is your psychological opposite.



# Feeler

## Strengths

- Values-Oriented
- People-Oriented
- Attentive
- Responsive
- Probing
- Empathetic

## Challenges

- Ardent
- Argumentative
- Overly Involved
- Reactive
- Delaying
- Overly Affected

### Tips for Business Communication:

- Try to be logical and objective. Avoid mixing issues with personal feelings.
- The past is very important to a Feeler, work to consider the future of your relationships and interactions before you communicate.

You appreciate personal, anecdotal and inspirational messages.

You eagerly respond to communications that emphasize shared values and missions.

**The “Thinker” is your psychological opposite.**



# Thinker

## Strengths

- Thorough
- Studious
- Sensible
- Candid
- Objective
- Principled

## Challenges

- Overly Analytic
- Fault-Finding
- Overly Cautious
- Blunt
- Unaffected
- Rigid

### Tips for Business Communication:

- Warm your messages with a simple greeting, such as “Hello” or “Good Morning”.
- Use “Please” and “Thank you” where appropriate.
- Work to soften your communications when tensions are high or if you are working with others who have an increased sensitivity to candid feedback.

Your communication is thorough, deliberative, thoughtful, and completely communicative of ideas, proposals, and plans.

Your level of detail and scrutiny is often vast and complex.

**The “Feeler” is your psychological opposite.**