



Our personalities determine much of our one-on-one and team success. This service helps individuals and teams make sense of how to enhance their personal characteristics to create highly functional relationships and effective team dynamics.

Know Thy Self

How well do you know your preferred style of communication, your information processing preferences or problem solving style? How well do you know these preferred styles in the people you have

important relationships with? A deepened understanding of your needs and preferences and of those around you leads to much higher functioning one-on-one relationships and greater personal achievement.

Know Thy Team

Why do some teams achieve or exceed desired results while others become dysfunctional? Teams are not just 'subject matter experts' with a mandate; they are composed of people with skills, knowledge and specific ways in which each person prefers to communicate, process information and problem solve. Understanding how personality types interact and affect overall team performance will lead to building highly functional teams that will dependably deliver.

Sustainable Results:

- ❖ *Develop a deep understanding of your personal strengths and preferences*
- ❖ *Understand how individual styles can achieve success together*
- ❖ *Learn how to build highly functional teams*

Develop a deep understanding of your personal strengths and preferences

- Learn why people see things according to their own preferences
- Develop a deeper understanding and respect for your personality

Understand how individuals can achieve success together

- Understand how your temperament type influences – positively and negatively – those around you
- Learn how to leverage strength and avoid weakness

Learn how to build highly functional teams

- Understand how to balance the various decision making styles
- Learn how information processing styles contribute to team success
- Learn the benefits and drawbacks of having a specific personality type overrepresented on a team
- Learn how communication styles can affect levels of conflict, decision making, task completion speed, deliverables quality and overall team success.
- Understand how the Team Fitness Test can be used to determine a team's strengths and identify potential challenges

Diagnostic Tools: We use the extensively tested and highly respected Myers-Briggs Type Indicator Step 1 and Step 2 personality evaluation tools.

Team Personality

Teams may be overrepresented with one specific personality type - "team personality."

- Teams with similar personality types typically perform tasks more quickly, experience less conflict, listen to each other -- but may lead to group-think.
- Teams with diverse personality types are typically more effective, produce better outcomes -- but may take more time.

Understanding how individual personalities contribute to the "team personality" will lead to building and managing highly functional teams that dependably deliver.