

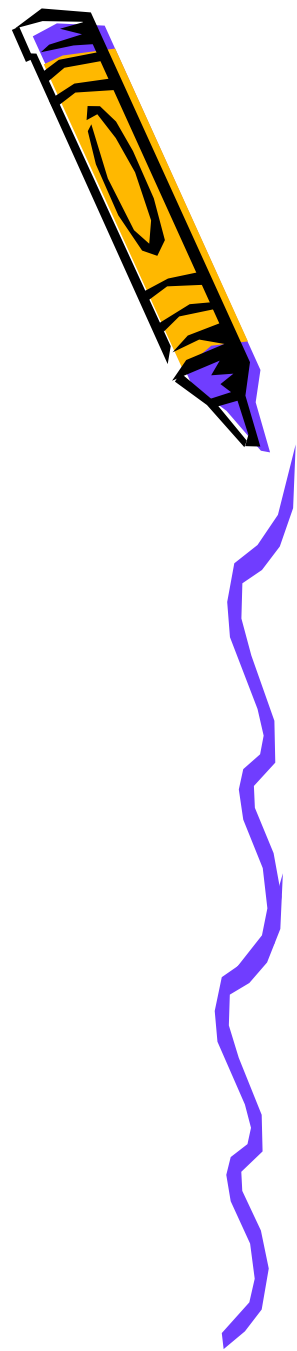


# Managing People What's Personality Got to Do with It?

Presented by: Michele Mariscal  
Schools Insurance Authority



# Personality as a Tool



- Discovering Me
- Understanding Other

## Bridging our Differences

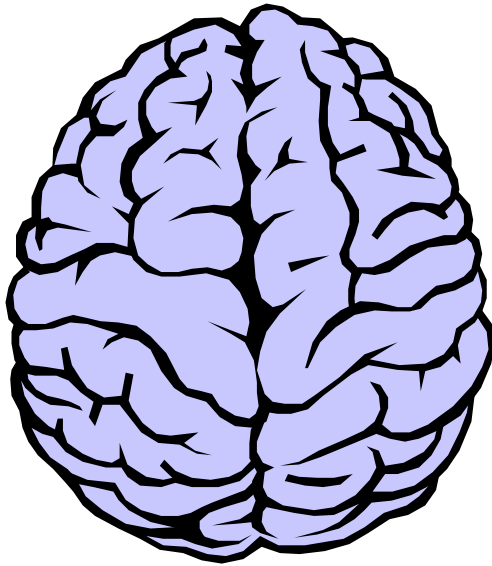
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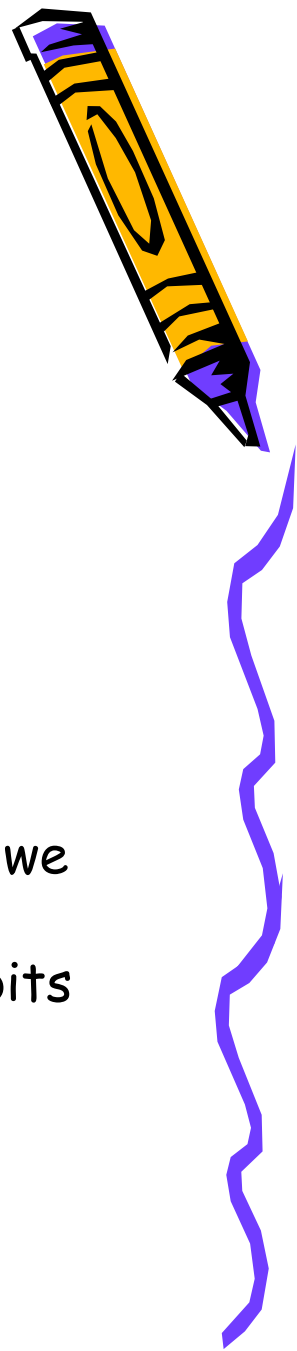
# Create a Bridge

Different by Neurology

Connected by Heart



# What is Personality?

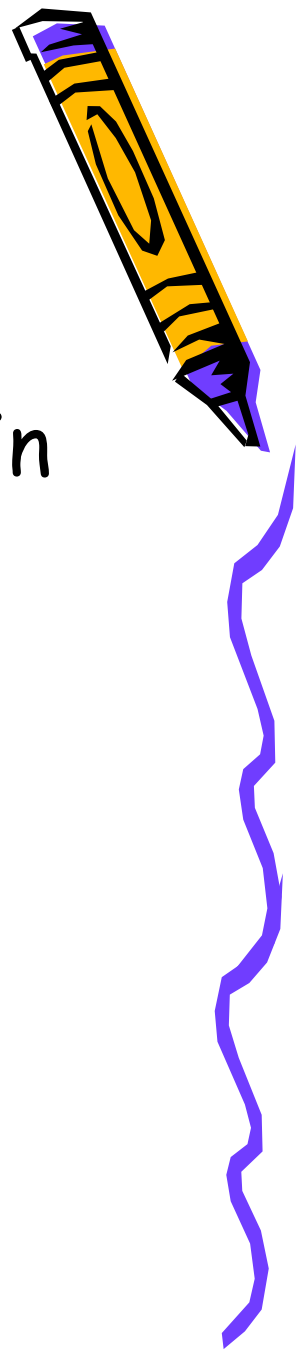


- Traits
  - Create consistent predictable behavior
  - Inherent genetic coding
  - Determines our preferred way of gathering and processing information and making decisions
- Characteristics
  - Learned behavior (may not be in alignment with who we really are)
  - Help establish identity/create comfort zones & habits
  - Support fitting into our social structure



# Assessment

- 60 questions that talk to your brain
- You do NOT have to respond to all statements -
- Self-scoring
  - Complete once, then recount



# Left or Right Brain Gathering??



- If you are **Red** or **Orange** you gather information through your five senses - the information must make sense
- If you are **Yellow** or **Green** you rely on intuition and "gut feeling" for gathering information - explore possibilities, look for alternative ways of doing things



# Left or Right Brain Decision Making??



- If you are **Red** or **Yellow** you make decisions based on impersonal analysis, it has to be logical.

- If you are **Orange** or **Green** you make decisions based on how you feel



# Red

## Just Do It!



Five senses

Practical/predictable

Hard worker - earn your way through life

Dependable

Rules/don't like change

Conscientious/Loyal

Control - people & environment

Competitive

Detail/routine tasks ok

No emotional outbursts

Prefer predictability

Traditionalist





# Orange

## Let's All Get Along



- Five senses w/feeling and emotions
- Caretakers/others first
- Community
- Harmony/cooperation - want everyone to be happy
- Support important
- Polite/sympathetic
- Want appreciation
- Peace maker
- Relationships
- Don't like conflict



# Yellow

## Nothing Like a Good Challenge

- Combine logic and intuition
- Visionaries - see big picture
- Problem solvers - new ways of doing things
- Questions with a question/provoke thought
- Leads by example
- Competence/Integrity
- Independent
- Perfectionist
- Own worst critic
- Analysis paralysis

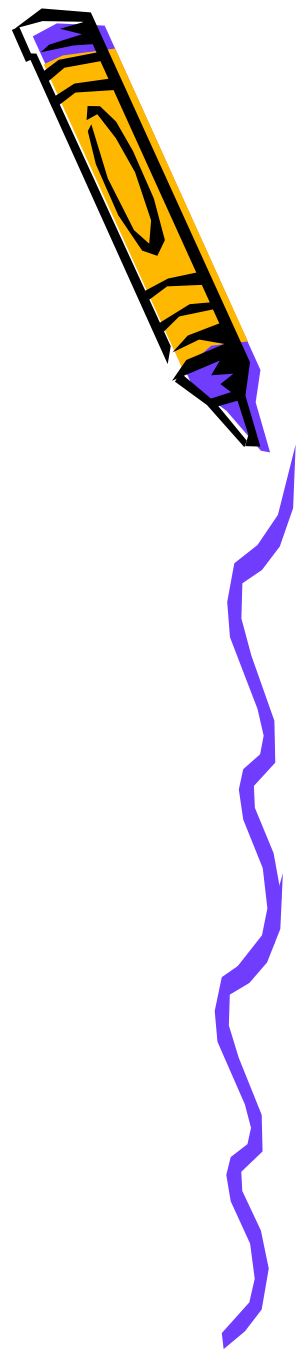


# Green

## Master Juggler

- Emotions and Intuition
- People and Relationships
- Social contact - need to fit in/be liked
- Creative
- Cheerleaders/fun
- Spontaneous
- Don't like repetitive detail
- Chameleon
- Timelines negotiable
- Don't finish sentences
- Don't like conflict





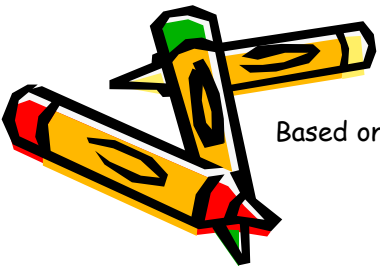
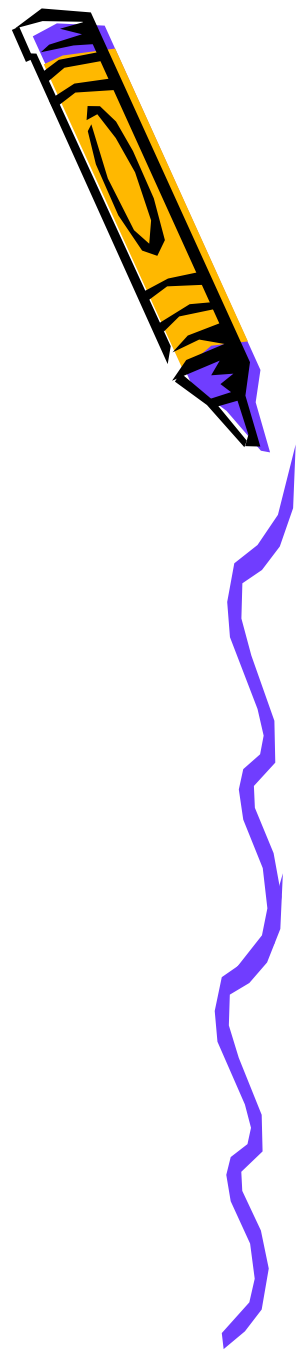
- An Exercise
  - Providing Direction for others



# Providing Direction

RED

- Provide structure
- Tell them and show them
- Well defined tasks
- Standards of measurement
- Timeline

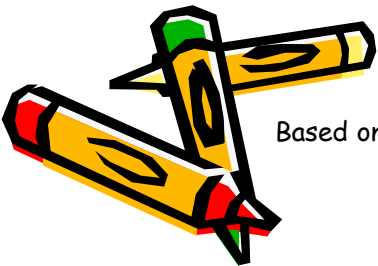
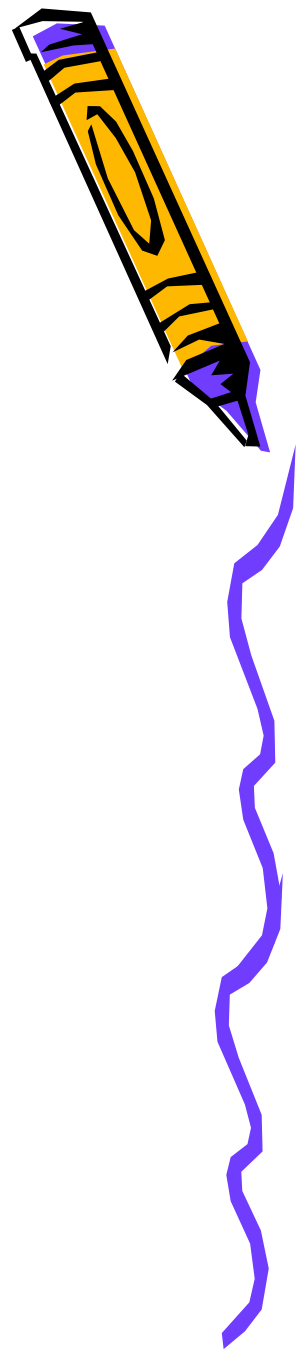


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# Providing Direction

## Orange

- Positive feedback, approval
- Friendly work environments
- Opportunities to help people
- Tasks that harness their organizational skills
- Respect needs and be sensitive to their moods

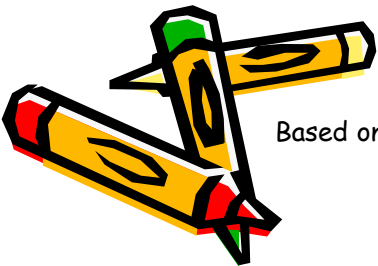
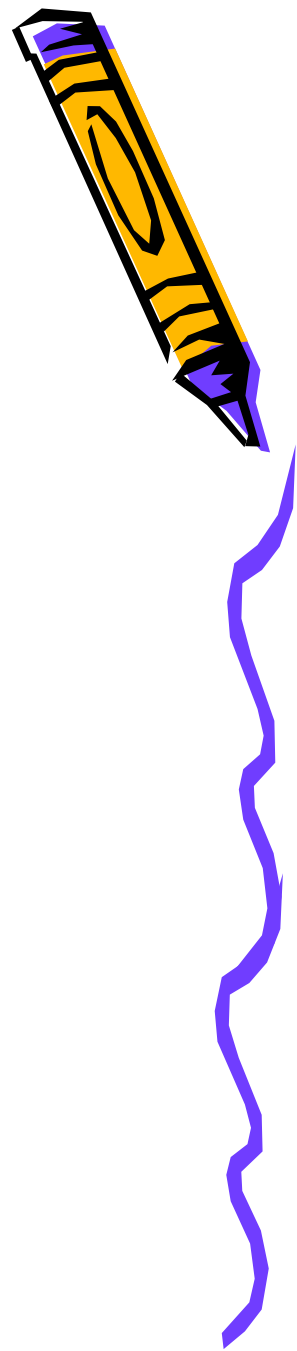


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# Providing Direction

## Yellow

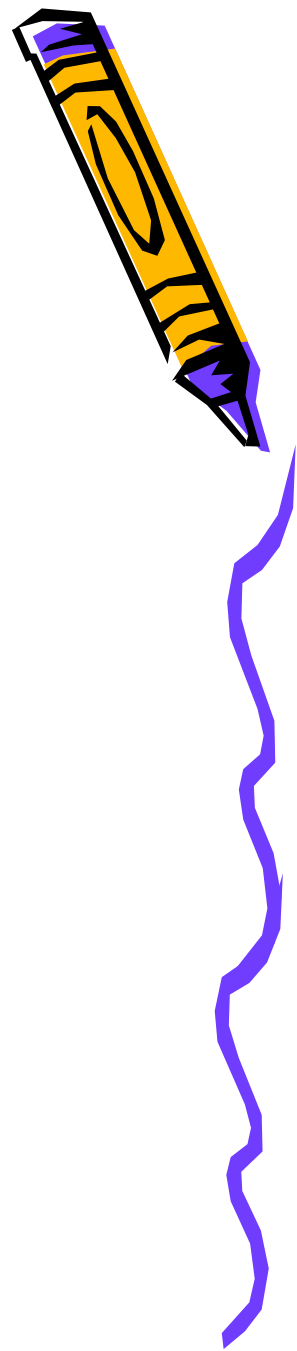
- Undefined boundaries
- Freedom to think, innovate and create
- Appreciate achievements
- Appeal to their logic
- Provide goals without established processes



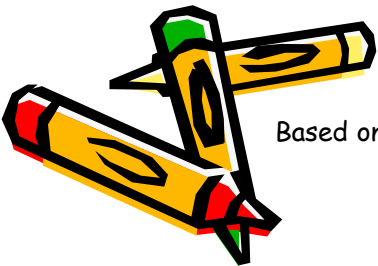
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# Providing Direction

## Green



- Provide for flexibility
- Help with time management
- Direct communication
- Sensitivity to their feelings
- Personal recognition, approval

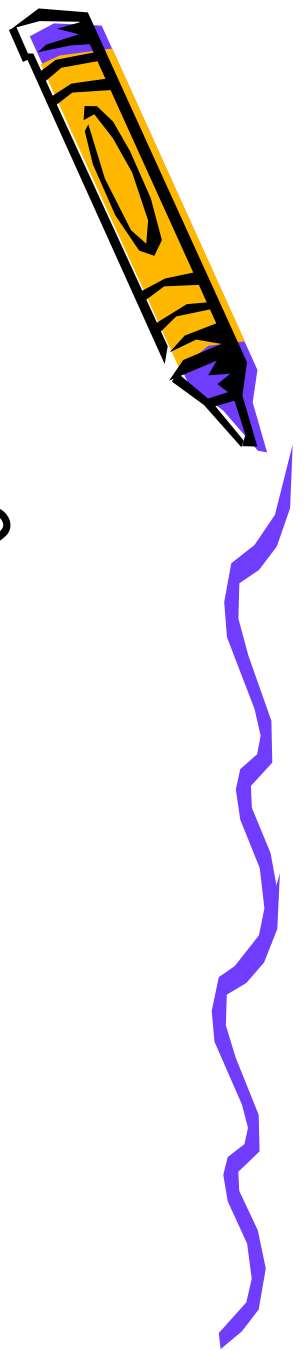


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# Create a Case Study

- How do I primarily provide direction?
- Where might I meet conflict?



# Create a Bridge

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Connected by Heart

