

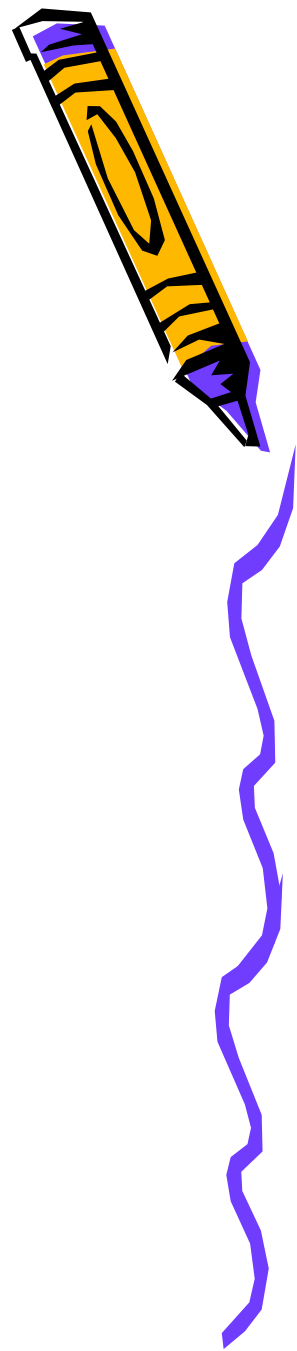


Managing People What's Personality Got to Do with It?

Presented by: Michele Mariscal
Schools Insurance Authority



Personality as a Tool



- Discovering Me
- Understanding Other

Bridging our Differences

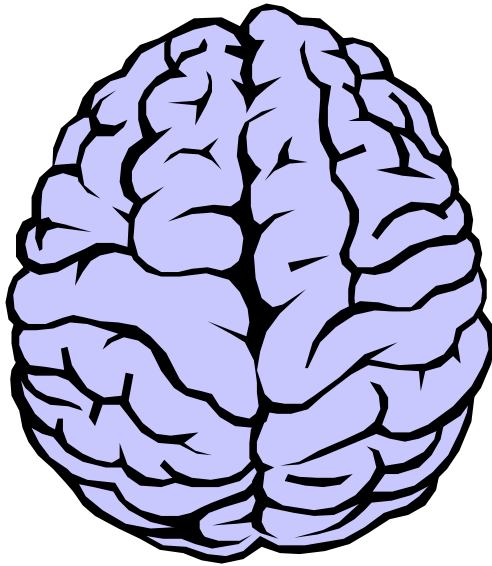
Based on the Work of Carol Ritberger, PhD



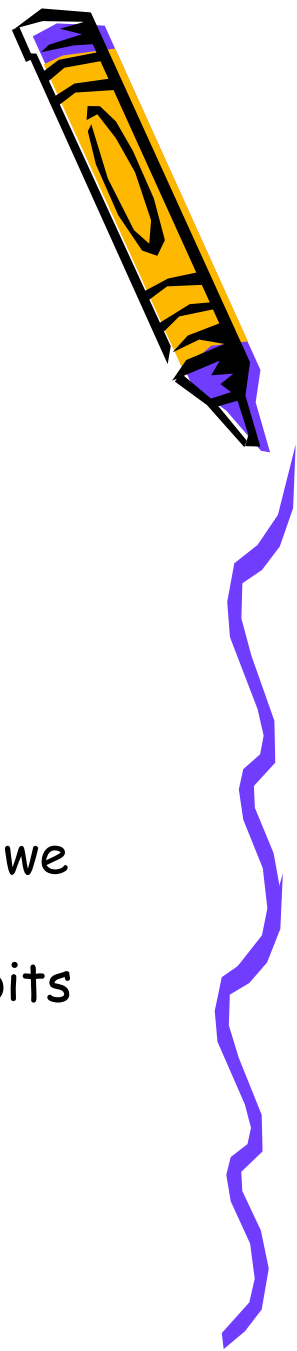
Create a Bridge

Different by Neurology

Connected by Heart



What is Personality?

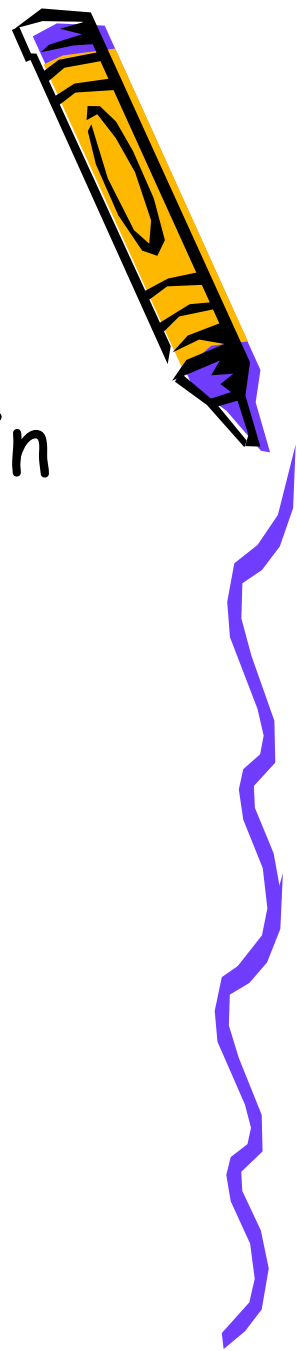


- Traits
 - Create consistent predictable behavior
 - Inherent genetic coding
 - Determines our preferred way of gathering and processing information and making decisions
- Characteristics
 - Learned behavior (may not be in alignment with who we really are)
 - Help establish identity/create comfort zones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

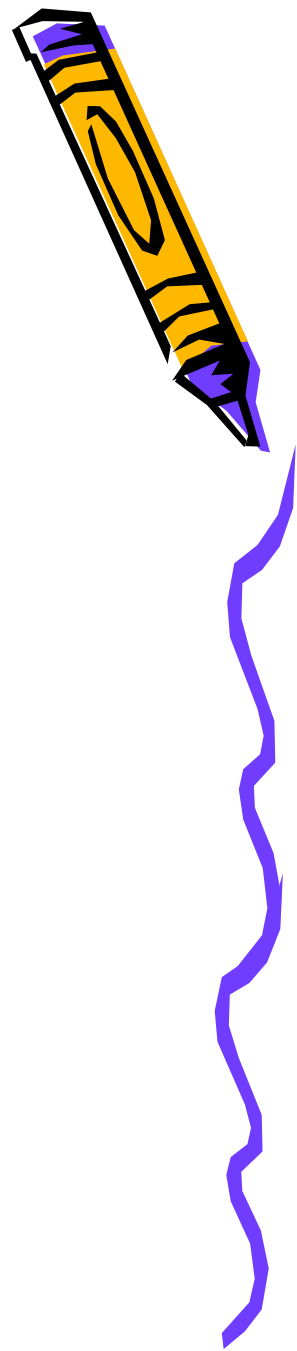


Green

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





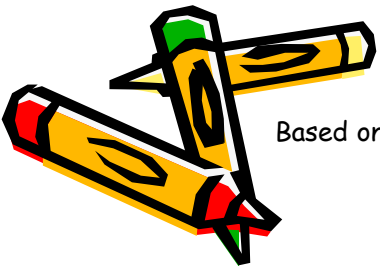
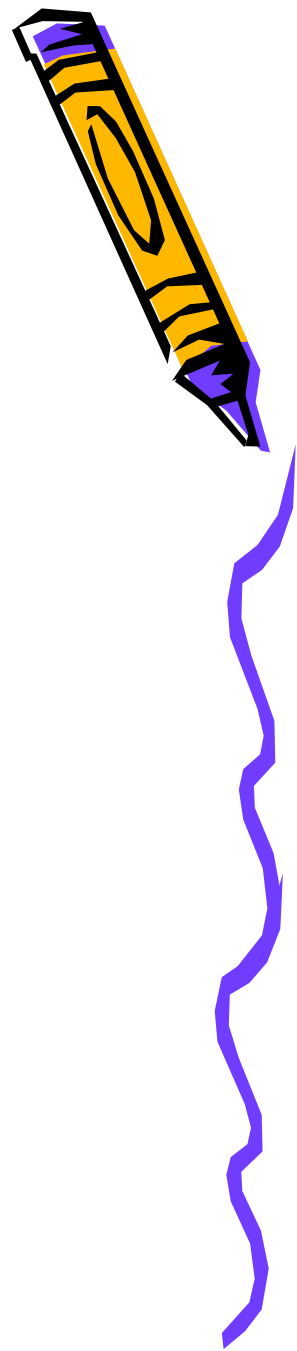
- An Exercise
 - Providing Direction for others



Providing Direction

RED

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

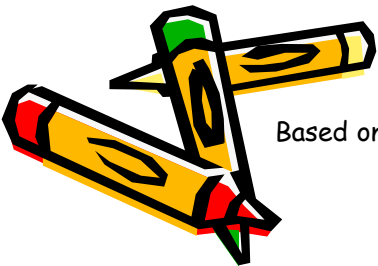
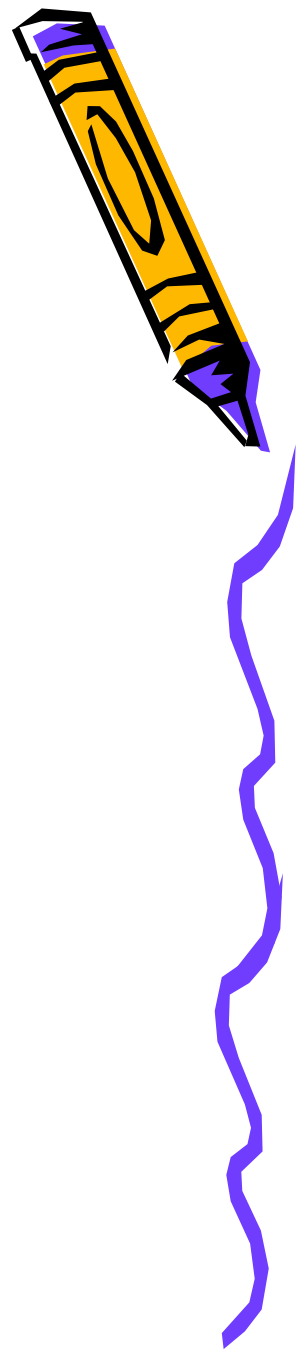


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Providing Direction

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

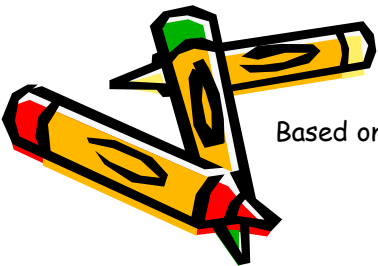
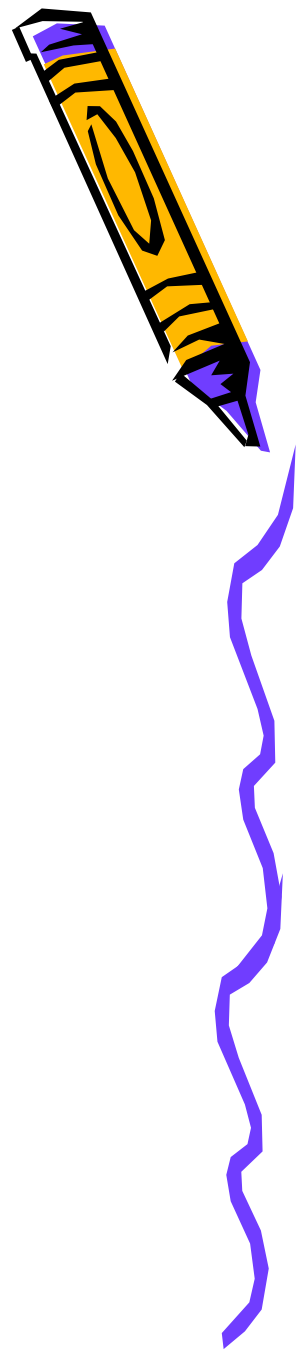


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Providing Direction

Yellow

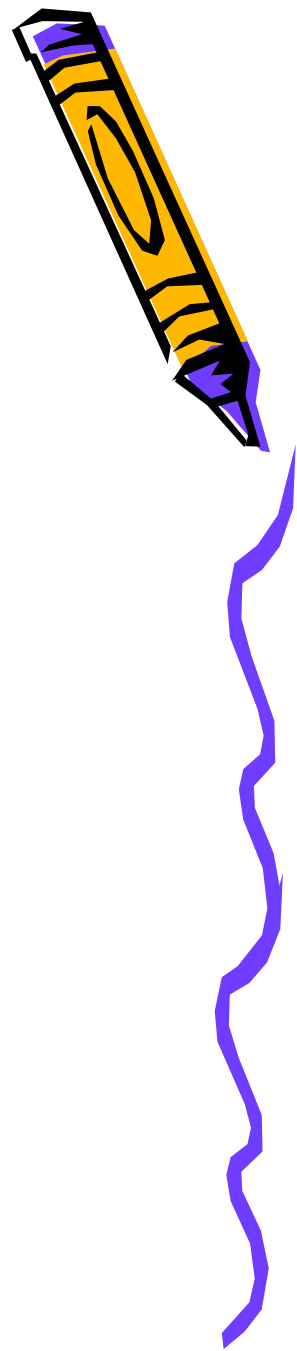
- Undefined boundaries
- Freedom to think, innovate and create
- Appreciate achievements
- Appeal to their logic
- Provide goals without established processes



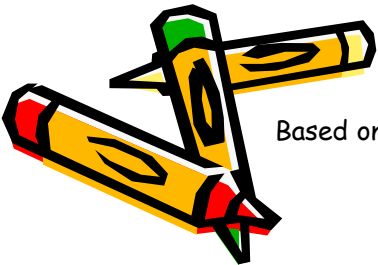
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Providing Direction

Green



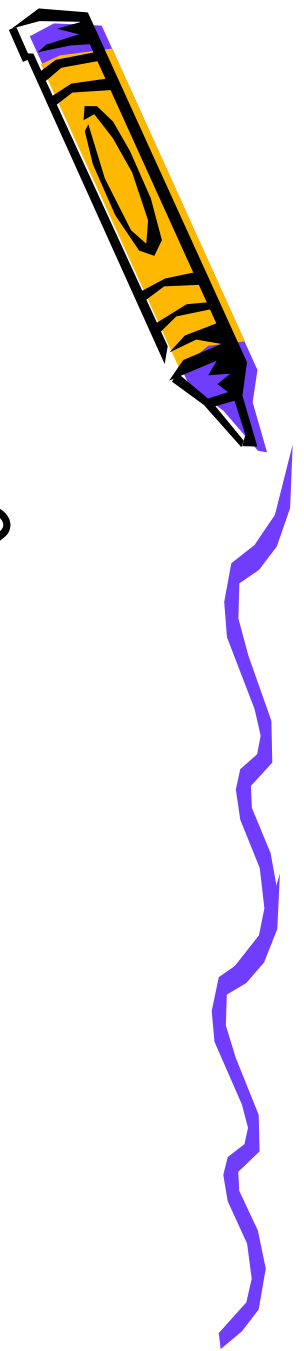
- Provide for flexibility
- Help with time management
- Direct communication
- Sensitivity to their feelings
- Personal recognition, approval



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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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