

BONUS ACTIVITY (ONLINE ONLY)



Personality Styles and Teamwork

Learning skills: reflecting, interpreting and sharing

WHY



While diversity of personality types can be an asset to the teamwork process, it also requires effort on the part of team members to make sure that interaction between certain personalities does not adversely affect the team's performance. Respecting and valuing others for who they are assists in building cooperative teams, making productive decisions, and reducing stressful situations. By examining your personality type, you gain a better understanding of who you are as an individual and how you relate to others. This helps you to improve relationships at both the personal and professional levels.

LEARNING OBJECTIVES



1. Identify your individual personality type.
2. Understand how personality types contribute to the team process.
3. Use your understanding of personality types as a tool to improve your performance in teams.

PERFORMANCE CRITERIA



CRITERION #1: your articulation of your personality type to others

Attributes:

- a. three specifics for each dimension as evidence to support the preference results
- b. examples within each dimension of how you have overcome a preference (e.g., you are an introvert but performed well in a situation suited to extroverts)
- c. analysis of the greatest liability for those with your personality preference

CRITERION #2: your answers to the Discussion Questions

Attributes:

- a. complete and thorough
- b. well thought out with examples

RESOURCES



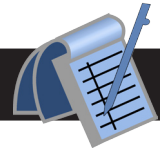
1. A Personality Typing assessment instrument such as:
 - *The Meyers-Briggs Type Indicator* (Consulting Psychologists Press)
 - *The Keirsey Temperament Sorter* (David Keirsey and Marilyn Bates, Please Understand Me, An Essay on Temperament Styles)
2. Web site for the *Keirsey Temperament Sorter* (refer to *Foundations of Learning* web site at <http://www.pcrest.com>)

Knowing Your Personality Type

The benefits of examining your personality type include:

- a better understanding of who you are as an individual,
- assistance in building cooperative teams and the teamwork process,
- appreciation of diversity of personalities in the people you live and work with every day,
- a tool which can be used in the context of personal development and growth, and
- information which can be helpful for making career and vocation decisions.

PLAN



1. Read available information provided about personality typing provided by your instructor or on the World Wide Web.
2. Obtain a personality typing instrument provided by your instructor or at the Internet site.
3. Individually complete the personality typing assessment.
4. Obtain the results and individually answer Discussion Questions 1 and 2.
5. As a team, answer the remaining Discussion Questions.
6. Share and discuss the results of the personality typing assessment among your team.

CRITICAL THINKING QUESTIONS



1. What are three personality traits associated with your personality type that you feel contribute to a strong teamwork process when you are working in team situations?

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2. What are three personality traits associated with your personality type that you feel may at times hinder the teamwork process? Why?

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3. Which team role best suits or matches your personality type and why? Which team role least matches your personality type and why?

best:

least:

4. What are three benefits to having a diversity of personality types on the same team?

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5. What are three important issues to consider when diverse personalities are working together on a team?

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6. How does your personality type affect the educational and career choices you make?