

‘Making your Personality work for You’

Do your colleagues frustrate you? Are there times when you just can't figure out why they do the things they do? Are some harder to manage than others? Is your boss difficult to get along with?

And do you find yourself reacting in the same way over and over again to these situations, therefore getting the same *results*?

We all respond to people and to work situations through the filter of our own personality type in a habitual and predictable way. Some of our patterns of behaviour are very positive and productive (after all, they have been finely tuned over years of practice and we know they work) while others are counter-productive and potentially damaging. They interfere with our ability to get the results we are looking for. Awareness of our personality type and how best to ‘manage’ it is *crucial* for personal and professional growth.

Kate has a painting and decorating business. Her personality style is Perfectionistic. Kate worked long and hard completing all jobs to a very high standard. She expected a lot from herself and was very demanding of her team. Mistakes were unacceptable. She got angry when people didn't do things right; it was like they didn't care. She was critical and judgemental, and often found herself ‘fixing’ others' work. Kate couldn't disappoint clients so she never took time off. While her business was breaking even, its growth was being limited by Kate's reluctance to let go of all the responsibility and by her increasing exhaustion.

When Kate and the team became aware of her personality type, it explained so much to all of them. Kate put it to work for her business: perfectionism became the ‘brand’ that the whole team now aligned themselves towards. Clients could now expect the highest standard of work across the board, and the team delivered. Kate became more relaxed, employed administrative staff to ease her burden of work and concentrated on customer care. Her business is flourishing and her work/life balance is much improved.

Our personality type determines how we think, feel and behave. It is our motivation, operating most of the time at a subconscious level. Once we become aware of how it is *driving* us we can use it to our personal advantage and to our competitive advantage. We can work with it, and make it work for us!

Tempy Cummins (B.Ed.) left a career in education that spanned 23 years to join her business partner Ger in 2003 in Vision 2 Reality Ltd (V2R).

V2R helps organisations and individuals achieve extraordinary growth in performance and results through understanding and optimising differences in people. V2R has developed programmes based on these learnings that can be used in a very practical way within a range of workplace and individual applications, including Leadership, Teamwork, Best Practice, Conflict Resolution and Career Choice. V2R truly believes that ‘if the business grows the people, then the people will grow the business’.

Tempy will present an overview of all Nine Personality Types, with an emphasis on how each type naturally presents with strengths and challenges which have a direct impact on business results