Personality Styles

Melissa Canavan & Stephen Gaduzo
Who do you think you are?
• Calm
• Enthusiastic
• Helpful
• Positive
• Stressed
• Angry
• Shy
• Negative
• Good days
• Bad days
• Weather

• Environment (Staff room, board room, big meetings, consultation room)
• Tiredness
• Hunger
• People
• (Dare I say Hormones???)
What is it to be part of a team?
Working in a team – value the difference and recognise individuals!
Different styles work differently

Understanding styles helps:

• improvement of interpersonal effectiveness skills-
• inspiring better communication,
• improved productivity,
• more harmonious working environment.
Understanding others - and yourself!

- There is no type or style which is better

- We can complement each other or conflict!
The Four Colours
Yellow (expressive)

• If you chat and talk you are a YELLOW

• Outgoing, fun

• Easily bored and distracted

• Enjoy new experiences
Green (amiable)

• If you chat and listen you are a GREEN
• Many HCPs are green
• Caring and sharing
• May focus more on people and less on getting the job done
Red (driver)

• If you work and talk you are a RED
• Chief execs are red! Leaders, good at delegating.
• Do not want to be bothered with the small stuff – ‘tell me when it’s done...’
Blue (analyst)

- If you work and listen you are a BLUE
- Scientists of the group: get the job done
- Led by facts rather than feelings and definitely not frivolity!
Group Task

• Plan the village fete
  (you have 10 minutes in your group and will be expected to present back to the other teams)
<table>
<thead>
<tr>
<th>Behavior Type</th>
<th>Fear Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blue analytical</td>
<td>fears:</td>
</tr>
<tr>
<td>Red driver</td>
<td>fears:</td>
</tr>
<tr>
<td>Green amiable</td>
<td>fears:</td>
</tr>
<tr>
<td>Yellow expressive</td>
<td>fears:</td>
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</tbody>
</table>
Under stress

**analytical**
- get over-focused on detail
- may withdraw

**driver**
- energised
- will become assertive
- seek control

**amiable**
- will submit
- avoid hassle
- get on with the job

**expressive**
- rise to the challenge at 1st
- but may get stressed
- may flip to the dark side!
<table>
<thead>
<tr>
<th>Fears</th>
<th>analytical</th>
<th>driver</th>
</tr>
</thead>
<tbody>
<tr>
<td>amiable</td>
<td>• not being liked</td>
<td>• loss of control</td>
</tr>
<tr>
<td></td>
<td>• upsetting people</td>
<td>• failure</td>
</tr>
<tr>
<td></td>
<td>• loss of security—e.g. of jobs</td>
<td>• lack of purpose</td>
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<tr>
<td></td>
<td>• not being thanked</td>
<td></td>
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<tr>
<td></td>
<td>• being ignored</td>
<td></td>
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<tr>
<td></td>
<td>• not being valued</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• being asked for detail</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• being linked with failure</td>
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</tbody>
</table>
What do the other groups think of you?

Blue analytical  Red driver

Green amiable  Yellow expressive
A job to be done!!

BLUE ANALYST
Perfection
Get it right

RED DRIVER
Control
Get it done

GREEN AMIABLE
Approval
Get along

YELLOW ENTHUSIAST
Attention
Get appreciated
10 Things FAB Teams Do!

They...

1. Create a shared vision of the future, and move towards it together.

2. Challenge the status quo together, so no one has to face scary change alone.

3. Sign up to...
   - Our common goals
   - Change is built on a commitment to a different future, not performance management.

4. Value and embrace difference and healthy conflict.

5. Help everyone in the team to feel safe and innovate.

6. Communicate...
   - TALK! (Don't rely on email)
   - (And we don't punish people if they fail)

7. Are KIND to each other.
   - Get to know each other as people - care about the little things (like tea + cause!)

8. Think the best of each other - so when something goes wrong you don't blame other people's incompetence.

9. Achieve win-win for all team members

10. Are highly productive - the sum is greater than its parts.

@HorizonsNHS
Dream Big

Get Shit Done

Have fun

People I enjoy working with
Thank you for listening and engaging

SH Picture in 2013 at La Biennale, Venice