

# Analyzing and Utilizing Personality Strengths in Group Process

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# Using a Four Style Approach

- Dr. Brinkman and Dr. Kirschner
  - Analyzer, Ruler, Relater, Entertainer
- Alan Rowe and Richard Mason
  - Directive, Analytical, Conceptual, Behavioral
- Dr. Paul Mok
  - Feeler, Thinker, Intuitor, Sensor

# What's Your Strength?

- Answer each of the following 3 questions
- Assign the value of 4 to the statement most like you
- Assign a value of 3 to the statement next most like you
- Assign a value of 2 to the statement which would be your third choice
- Assign a value of 1 to the statement least like you
- Keep track of your answers

## Question 1

- I am likely to impress others as:
  - A. Practical and to the point.
  - B. Emotional and somewhat stimulating.
  - C. Astute and logical.
  - D. Intellectually oriented and somewhat complex.

## Question 2

- When confronted by others with a different point of view, I can usually make progress by:
  - A. Getting at least one or two specific commitments on which we can build later.
  - B. Trying to place myself in the shoes of others.
  - C. Keeping my composure and helping others to see things simply and logically.
  - D. Relying on my basic ability to conceptualize and pull ideas together.

## Question 3

- I feel satisfied with myself when I:
  - A. Get more things accomplished than I planned.
  - B. Comprehend the underlying feelings of others and react in a helpful way.
  - C. Solve a problem by using a logical and systematic method.
  - D. Develop new thoughts or ideas that can be related.

# Your Strength Scores

- Add your values for A, B, C & D.
- A – Sensor Style Score
- B – Feeler Style Score
- C – Thinker Style Score
- D – Intuitor Style Score

# Personality Strength - Feeler

- Effective Uses
  - Spontaneous
  - Empathetic
  - Introspective
  - Loyal
  - Draws out others feelings
- Ineffective Uses
  - Manipulative
  - Impulsive
  - Over personalizes
  - Guilt-ridden
  - Stirs up conflict



# Personality Strength - Thinker

- Effective Uses
  - Effective communicator
  - Objective
  - Analytical
  - Rational
  - Stabilizing
- Ineffective Uses
  - Verbose
  - Indecisive
  - Controlling
  - Unemotional
  - Too serious

# Personality Strength - Intuitor

- Effective Uses

- Creative
- Idealistic
- Charismatic
- Original

- Ineffective Uses

- Unrealistic
- Scattered
- Impractical
- Fantasy-bound

# Personality Strength - Sensor

- Effective Uses
  - Practical
  - A doer, results oriented
  - Competitive
  - Confident, Assertive
  - Objective
- Ineffective Uses
  - Short sighted
  - Self-involved
  - Acts then thinks
  - Lacks trust
  - Domineering

# Effective Roles for Feelers

- Meeting planner
- Communicator of programs
- Problem identifier
- Leader of cause and effect analysis
- Leader of newly formed groups

# Effective Roles for Thinkers

- Prepare of meeting agenda
- Leader of alternative analysis
- Leader of problem definition
- Leader of cause and effect analysis
- Leader of research effort
- Leader in conflict situations

# Effective Roles for Intuitors

- Leader for idea generation
- Leader for problem definition
- Leader for a creative effort

# Effective Roles for Sensors

- Time keeper
- Decision maker
- Leader in emergencies
- Leader when time is the over-riding factor
- Leader of project implementation

# Communicating with Feelers

- **Written Communication**
  - Be Informal
  - Introduce with the Big Picture
  - Use a Nice Font
  - Use Charts to Show Trends and Progress
  - Avoid Deadlines
  - Be Positive
- **Verbal Communication**
  - Include Positive Gossip
  - Use Expression (Facial and Hand Gestures)
  - Use a soothing Voice
  - Use Touch
  - Use Eye Contact
  - Ask for Help and Show Appreciation
  - Be Polite and Personal
- **Meetings**
  - Use Visual Aids (Videos)
  - Allow for Social Time (Refreshments, T-shirts, Mugs)
  - Include Introductions
  - Allow for Group Participation
  - Use Interactive Presentations
  - Assign Someone the Job of Getting Everyone Involved



# Communicating with Thinkers

- **Written Communication**
  - Use Detail and Numbers and Support All Data
  - Use Pictures, Charts, and Graphs
  - Be Organized and Logical
  - Present Challenges
  - List Alternatives
  - Give Time Frames and Deadlines
- **Verbal Communication**
  - Be Honest
  - Be Factual
  - Be Direct
  - Be Logical and Supported (Give References)
  - Ask for Thoughts
  - Give Thinking Time
- **Meetings**
  - Use Charts and Graphs
  - Be Informed
  - Use an Agenda
  - Set Clearly Defined Objectives
  - Give a Pre-meeting Booklet
  - Give Time to Digest Information and Handouts
  - Use Breaks for Thinking Time
  - Use Follow-up Meetings

## Communicating with the Intuitor

- **Written Communication**
  - Be Creative
  - Use Pictures and Diagrams
  - Offer Alternatives
  - Use Compliments
- **Verbal Communication**
  - Be Informed
  - Ask for Ideas
  - Listen to Others
  - Ask Questions that Leave Openings for New Ideas
  - Display a Sense of Humor
  - Use Concepts and Innovation Rather than all Technical Information
- **Meetings**
  - Be Informal
  - Use Overheads
  - Incorporate Question, Answer, Idea Time
  - Use Brainstorming and Roundtable Discussions
  - Give Credit for Ideas
  - Set Deadlines

## Communicating with the Sensor

- **Written Communication**
  - Short and to the Point
  - Use Executive Summaries
  - Use Outlines
  - Use Pictures and Graphs Instead of Words
  - Use Bullet Points
- **Verbal Communication**
  - Be Short and Sweet
  - Be Formal
  - Use Bottom line and Results Orientation
  - Specify Goals Accomplished
  - Use Specific and Direct Language
- **Meetings**
  - Be Organized
  - Have All Facts and Answers in a Handout
  - Use an Agenda
  - Use Time Limits and Time Frames
  - Stick to the Issue
  - Seek Closure