



Nuffield CSC
Understanding and managing our
Personality and Beliefs
(Self Leadership)



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Driver/ Task D (Extrovert)

- Tendency to alter the environment in a way which will achieve well thought goals
- Seen as self assured and driven
- Sometimes oblivious to other’s feelings
- On a track of their own
- When their vision is shared, they are seen as heros and leaders who meet challenges with courage
- Can withstand greater stress levels
- Planned. Defined goals and results
- Can be: Arrogant, egotistical, impatient, insensitive. Needs it done now!

Analytical A (Introvert)

- High IQ
- Attention to detail, formal
- Avoids being influenced by environment and others
- Standards, governance, honesty
- Avoids emotional intensity and unpredictability
- Logical analysis– needs to be right
- Interest in fine arts
- Logical, linear, micro focus
- Resists change, slow decision maker

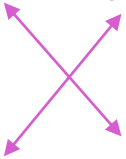


Creativity/ Ideas C (Extrovert)

- Enthusiastic, energetic
- Creative – thinks outside the box
- Strategic, big picture focus
- Spontaneous exploration and expression of ideas and feelings, informal
- Network = net worth
- Connector: Attempts to influence others/outcomes
- Communicates well on feet
- Needs to be able to provide solutions
- Live and soul of the party
- Lacks discipline, poor time management

Amiable/People B (Introvert)

- Intuitive, reads NVC
- Strong tendency to adapt to people and surroundings
- Needs/promotes harmony and comfort for self and others.
- Practical, friendly and naturally warm manner
- Desire to support others
- Needs to be respected
- Logical and intuitive (balance)
- Stubborn if challenged
- Indirect, passive, takes things personally





Improving communication



Driver

Needs:

- Logical and balanced position
- Bottom line focus – They think and respond quickly
- No soft stuff, niceties, long winded explanations

Analytical

Needs:

- Communication in writing
- Time to speak thoughtfully, precisely and pauses for thinking, don't interrupt
- Give then Time to reflect
- Evidence of effectiveness

Ideas

Needs:

- Humour and Stories
- You can talk over them and they'll join in.
- Don't be critical, they are optimists and want ways around obstacles
- To be 'sold' ideas in terms of network/other players

Amiable

Needs:

- Social engagement; 'cup of tea'
- Respect
- Identification of how other people will be impacted
- Give them space to process intuitively



Personal reflection



- What are the personality strengths that you would like to develop?
- Where are your blindspots? (low scores)
- What 3 concepts or actions will you take on to develop your ability to communicate across personalities?

EQ and IQ



- **Emotional Quotient (EQ)** is a way to measure how a person recognises emotions in himself /others & manages these emotional states to work better as a group or team
- **Intelligence Quotient (IQ)** is a value that indicates a person's ability to learn, understand and apply information and skills in a meaningful way.
- The difference between EQ and IQ is what part of a person's mental abilities they measure: **understanding emotion or understanding information**

Low Emotional Intelligence

High Emotional Intelligence

D

Aggressive
Demanding
Egotistical
Bossy
Confrontational



Assertive
Ambitious
Driving
Strong-Willed
Decisive

C

Easily Distracted
Glib
Selfish
Poor Listener
Impulsive



Warm
Enthusiastic
Sociable
Charming
Persuasive

B

Resistant to Change
Passive
Un-Responsive
Slow
Stubborn



Patient
Stable
Predictable
Consistent
Good Listener

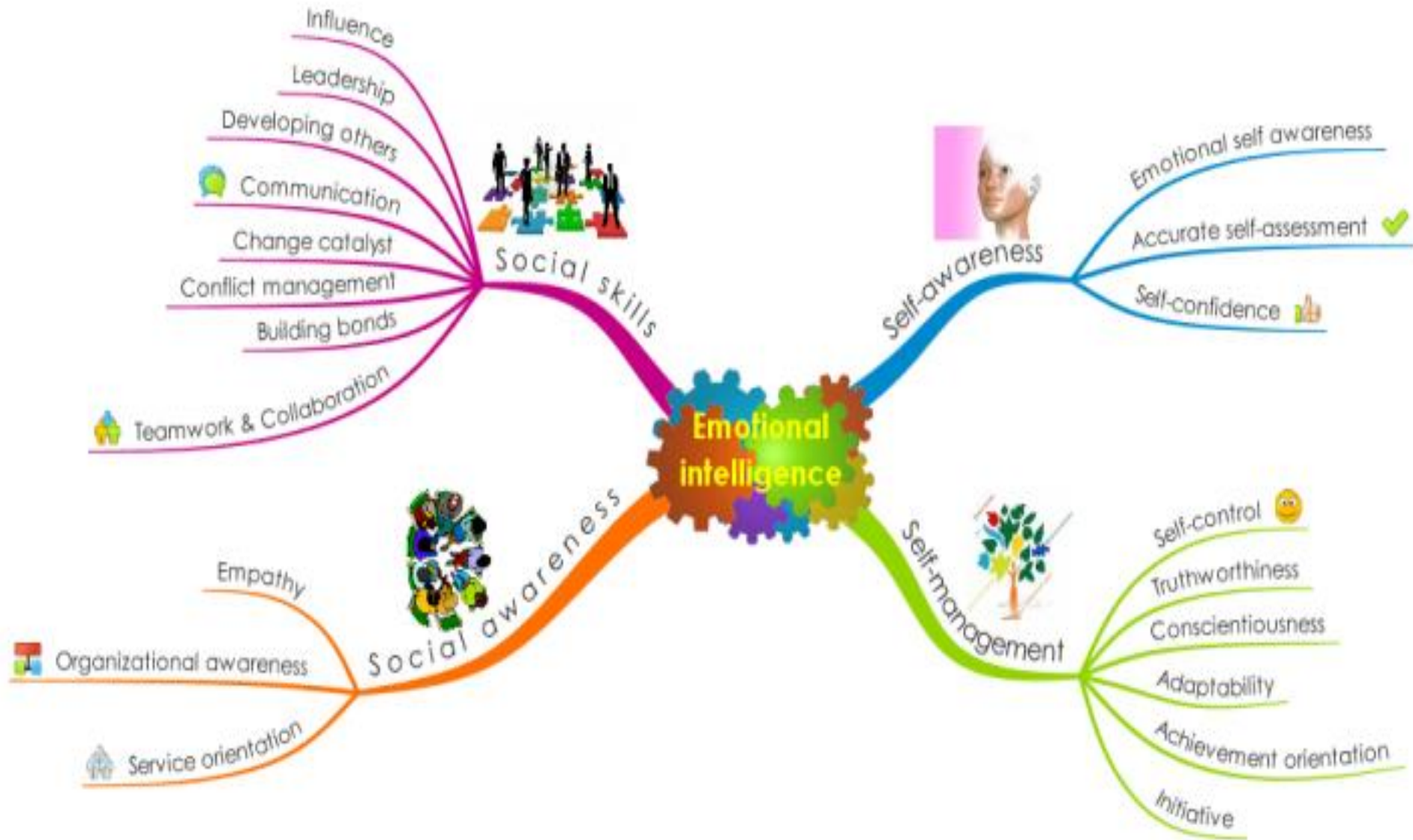
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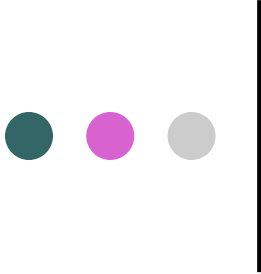
Critical
Picky
Fussy
Hard to Please
Perfectionistic



Detailed
Careful
Meticulous
Systematic
Neat

● ● ● *“In a very real sense, we have 2 minds
1 that thinks and 1 that feels” (Goleman)*





What steps can you take to develop your EQ?



- Hints:
- Reduce stressful situations
- Practice linking thoughts with emotions
- Control non verbal communication
- ETC ETC

Change happens for 2 reasons:



- Piper Alpha disaster in the North Sea - the only survivors were those who leapt off the rig **in defiance of instructions** and into the sea which was freezing cold and alight with oil. The burning platform forced a reappraisal of existing rules and the status quo.



Luck is what happens when
preparation meets
opportunity

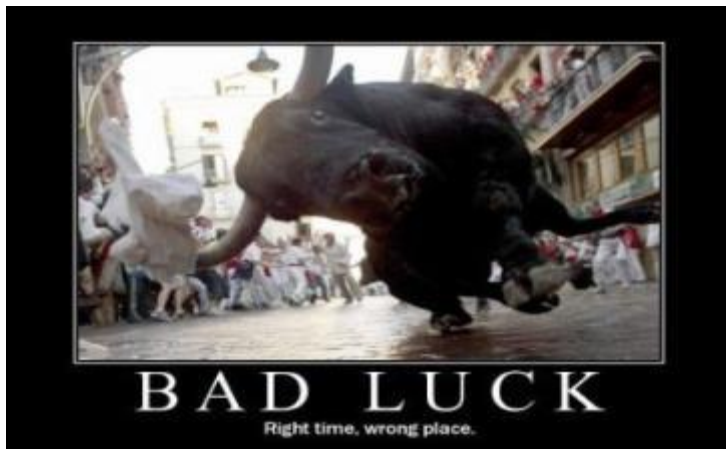
Seneca circa 8AD



● ● ● | Dr Richard Wiseman found lucky people use 4 basic principles:



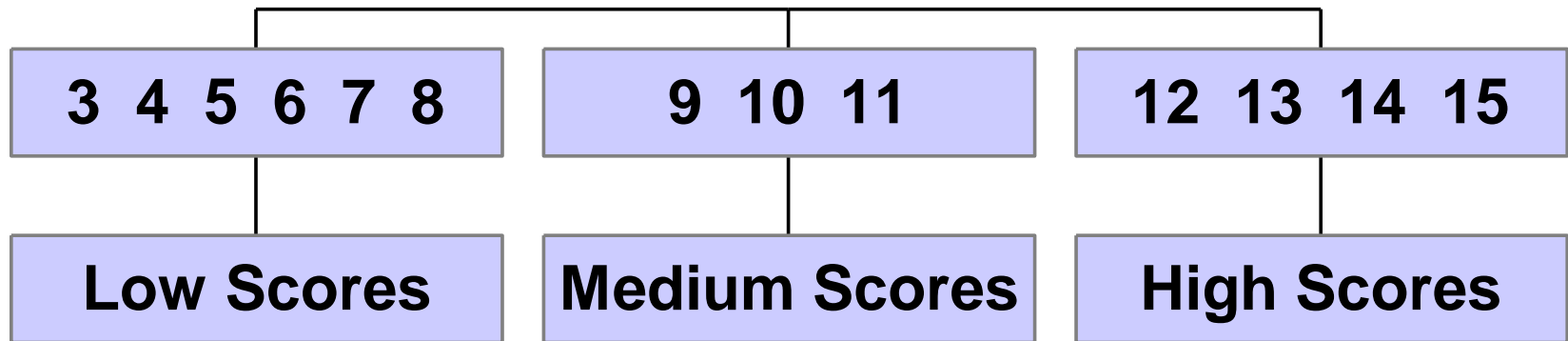
- Maximise chance opportunities (network)
- Listen to lucky hunches (Intuition)
- Expect good fortune (Resilience)
- Turn bad fortune into good luck (Coping)



BAD LUCK
Right time, wrong place.



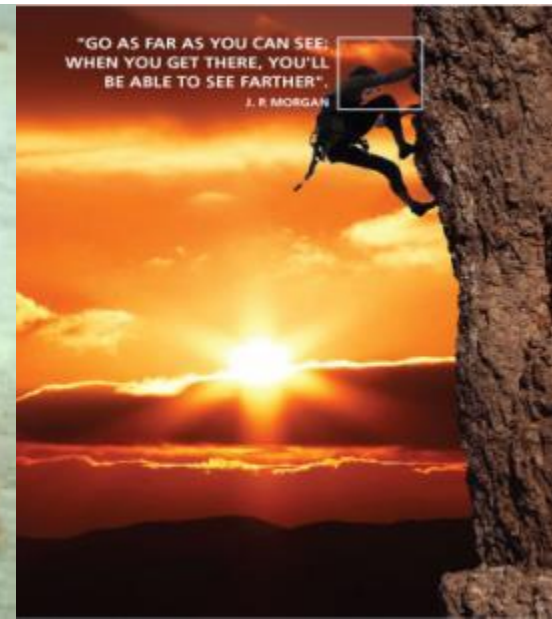
Maximise Chance Opportunities



Maximise Chance Opportunities

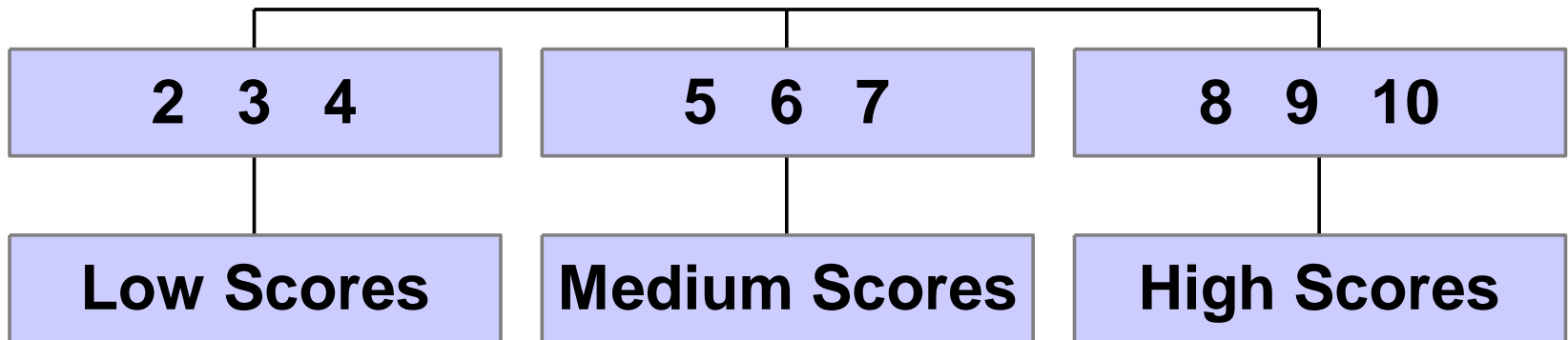


- Build and maintain a strong network
- Have a relaxed attitude towards life
- Open to new experiences





Listen to Lucky Hunches



Listen to Lucky Hunches

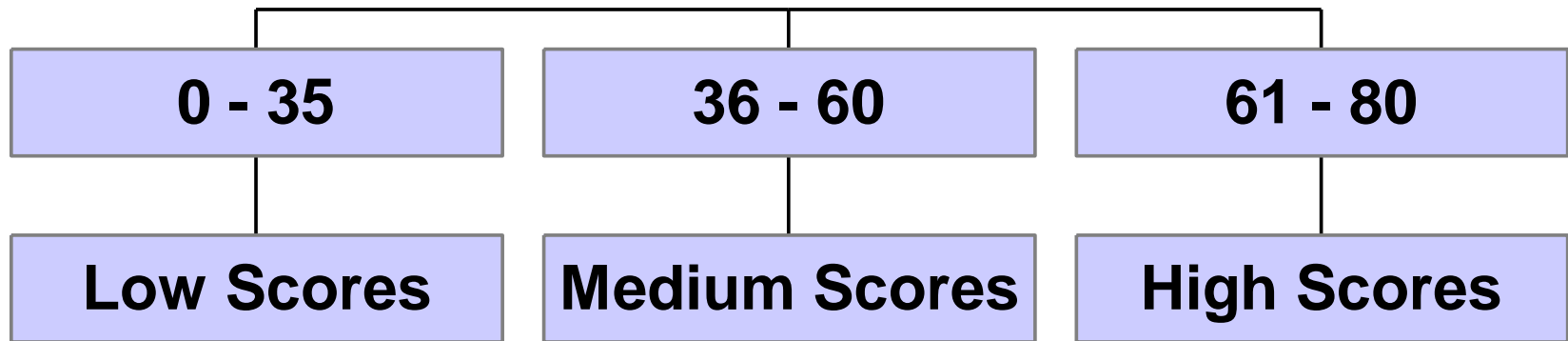


- Listen to gut feelings and hunches
- Take steps to boost your intuition





Expect Good Fortune





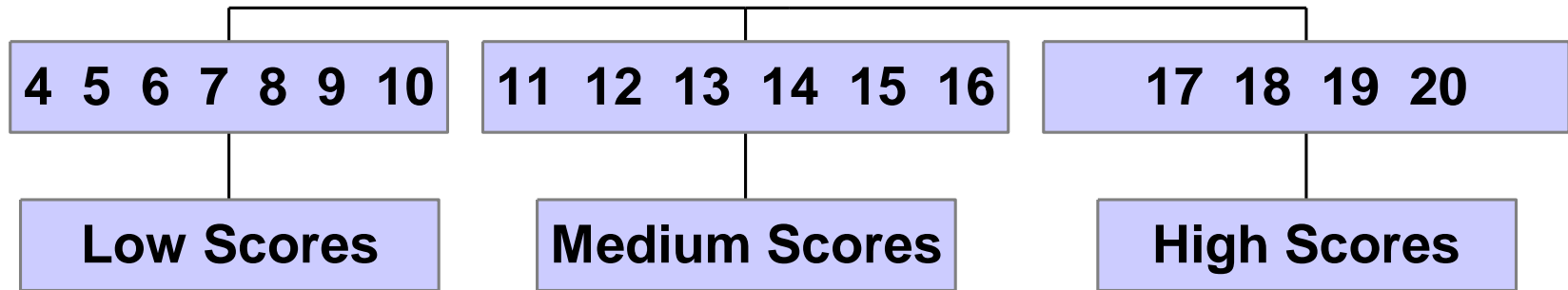
Expect Good Fortune



- Expect good luck to continue in the future
- Attempt to achieve their goals, and persevere in the face of failure
- Expect interactions with others to be lucky and successful



- ● ● Turn Bad Fortune Into Good Luck



Turn Bad Fortune Into Good Luck



- See the positive side of bad luck
- Convinced any ill-fortune will, in the long run, work out for the best
- Don't dwell on ill-fortune
- Take constructive steps to prevent more bad luck in the future



"Oh, and we won a tenner on your numbers this week"



KUBLER-ROSS CHANGE CURVE

