Group Call #43

THE POWER OF

Personality

TESTS

INTRODUCTIONS
(Group Round Robin)
Fawn will lead intros

1. Name
2. Location
3. Gratitude
4. How are you feeling?
5. What were your MBTI and DISC results?
6. What is a question/challenge related to understanding your personality?

2020 DREAMIN'
(Group Exercise)
10-20 mins

Visualization Exercise (Fawn facilitates):

- Imagine <u>one</u> area of your life that would be in "Hell YES" mode a **year from now.** Take a few moments to *really* explore what it would be like:
    - How would you be feeling?
    - What would you be doing?
    - What would be different?
    - <u>**Why**</u> **do you want this? Why is this important to you?**
    - What's your favorite part about it?

- Share with the Tribe (1-2 mins) (Round Robin)
    1. What area did you imagine and what would a HY look like in one year in that area?
    2. WHY do you want this? WHY is this so important to you?

What does this have to do with Personality Tests?! Let's find out! :)

PERSONALITY
What is it?

- Remember the "Be, Do, Have" model? (If not, see Modules 3, 5, and 7)

- Personality and Character Traits are a significant part of the BE, which influences the DO, which impacts the HAVE!

- **Personality** is a broad name for reasonable stable differences between people in they way they act and react in particular situations.

- **Personality differences reflect the settings of your motivational system—the set of brain mechanisms that drive your behavior.** Each person has a motivational system that is tuned slightly differently to the world.

- **People's behavior always reflects an interaction between that person's motivational characteristics and the situation they are in.** Sometimes, the situation strongly governs behavior. Even someone who hates following rules will stand in line in a government office when filing paperwork. Other times, the situation does not constrain people's behavior much, and so personality plays a greater role. At a social gathering, people who enjoy being the center of attention can engage a group of people in spirited conversation, while those who are uncomfortable in crowds can hang near the edge.

- Personality Psychologists have identified 5 core personality characteristics ("The Big 5"):
  - Openness to Experience
    Conscientiousness
  - Extraversion
  - Agreeableness
  - Neuroticism

    – Fast Company, *"What Personality Tests Really Reveal"*

WHAT ARE PERSONALITY TESTS?

Personality Tests are:

- A self-report measure of characteristics and 'natural' behavioral style of a person.

- Consist of questions that are relatively ambiguous in and of themselves, but have a deeper underlying connotation with a specific personality style, tendency, or way of being.

- Note: Personality Tests are not *personalized,* they group you into 'personality clusters.' These clusters represent a generic set of traits that seem to apply to you based on your answers.

THE PROS

Personality Tests...
- Are very insightful for self-reflection and analysis:
  - What are my strengths?
  - What do I *like* about my personality + character?
  - What would I like to change? What do I need to work on?
  - Where do I need to relax?
  - What motivates me?

- Can be predictive of how a person will respond or interact in settings and situations (helpful info for you, your partner, employer, friends, employees).

- Are insightful in understanding relationships and relationship dynamics (Self→ Other, and Other).

- Are extremely helpful for understanding and creating team dynamics.

- Are super helpful for matching with job qualities and/or requirements.
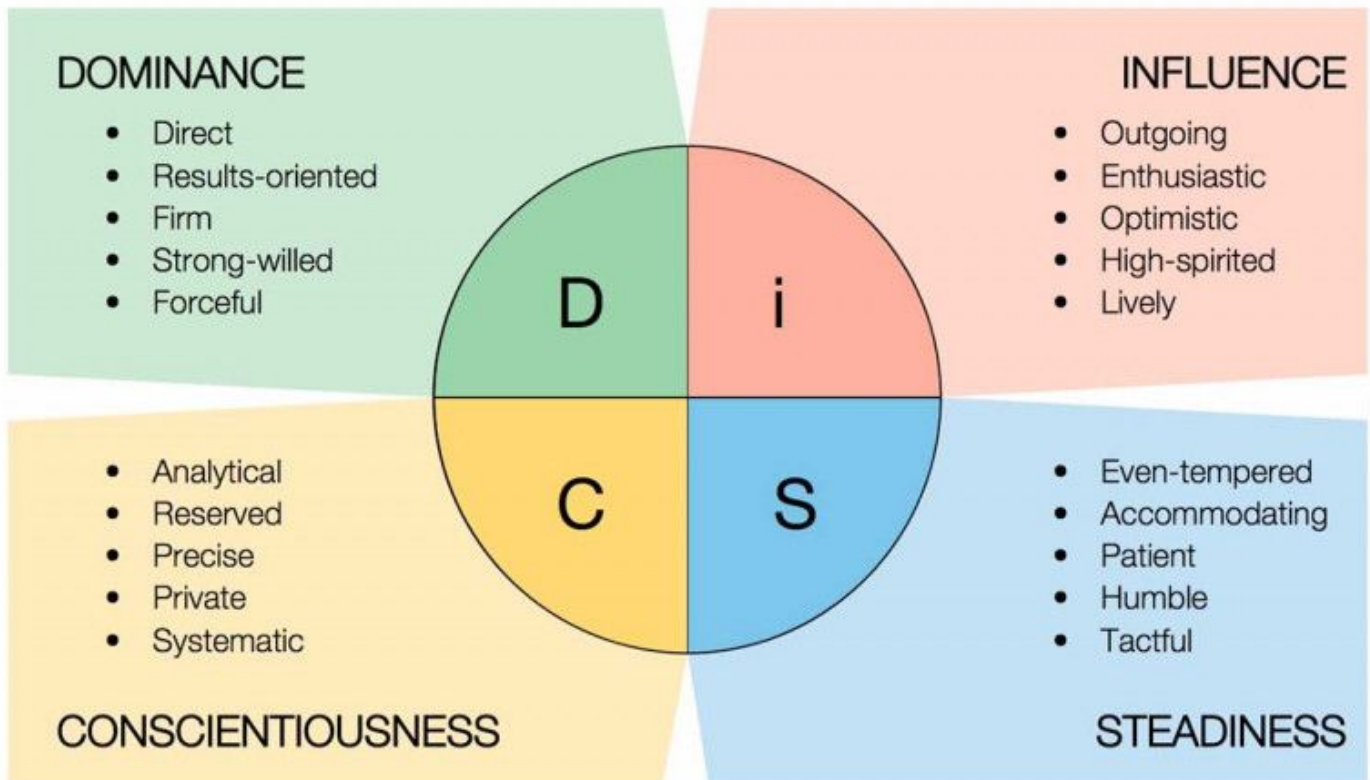
THE CAUTIONS

Personality Tests...

- ==Are NOT individually descriptive, prescriptive, or even entirely valid==

- Are not indicative of aptitude for a particular task or ability:
    - Creativity is not a personal characteristic
    - Leadership potential is not a personal characteristic

- May not match with what we know or believe about ourselves

- You can test accuracy by considering your experiences, abilities and desires (accurate to you). Do they align?

- Can *sometimes* be affected by mood, life situation, priming, conditioning, context, environment (see test-retest reliability)

WHAT MAKES A GOOD P.T.?

1. Validated by studies

2. They measure aspects of personality (not aptitude or mood)

3. They have good test-retest reliability (if you give the same test to a person multiple times, you should get mostly the same results)

THE DISC ASSESSMENT

DOMINANCE
- Direct
- Results-oriented
- Firm
- Strong-willed
- Forceful

INFLUENCE
- Outgoing
- Enthusiastic
- Optimistic
- High-spirited
- Lively

D   i

C   S

CONSCIENTIOUSNESS
- Analytical
- Reserved
- Precise
- Private
- Systematic

STEADINESS
- Even-tempered
- Accommodating
- Patient
- Humble
- Tactful

- Disc is a non-judgemental tool used for discussion of people's behavioral differences.

- Is helpful for improving personal and interpersonal communication.

- Provides insight into what motivates and drives a person.

"If there is a rare opportunity in life, it's Self-Awareness. Self-Awareness of the difference between you and your patterns, and the impact of our patterns on those around you."
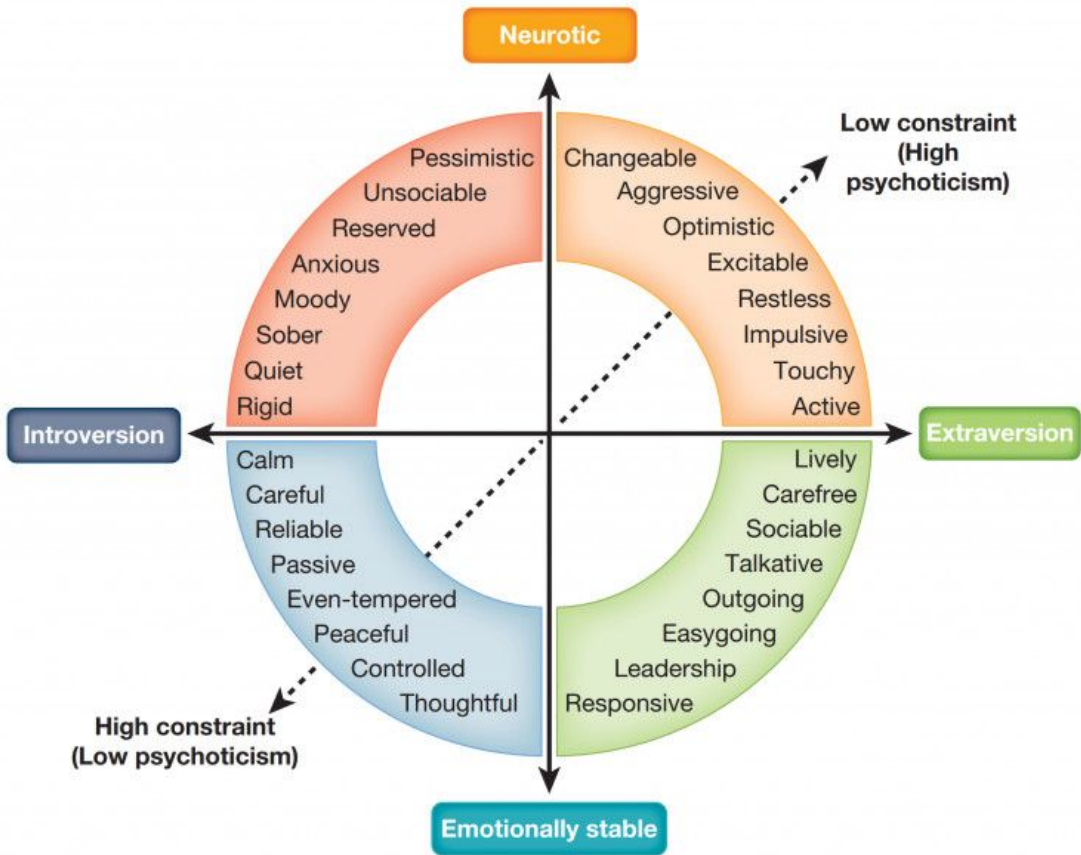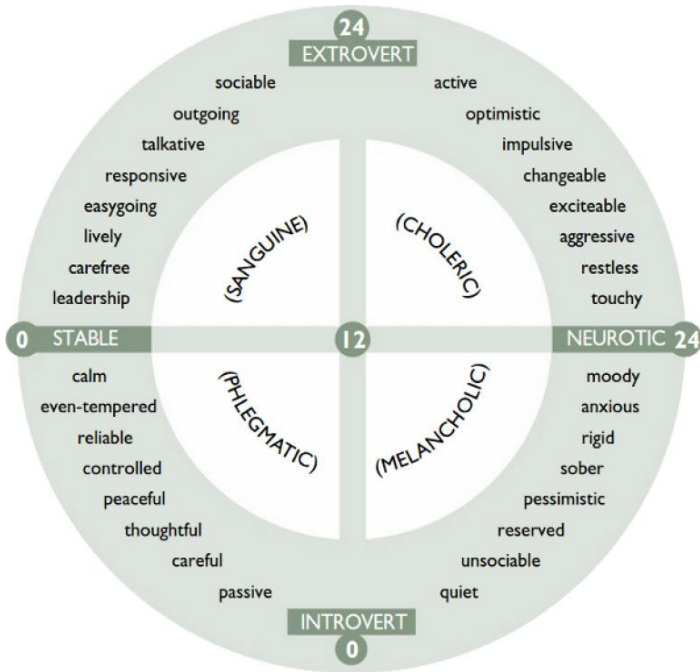*– Tony Robbins*

MYERS-BRIGGS (MBTI)
https://www.16personalities.com/

ISTJ Responsible Executors	ISFJ Dedicated Stewards	INFJ Insightful Motivators	INTJ Visionary Strategists
ISTP Nimble Pragmatics	ISFP Practical Custodians	INFP Inspired Crusaders	INTP Expansive Analyzers
ESTP Dynamic Mavericks	ESFP Enthusiastic Improvisors	ENFP Impassioned Catalysts	ENTP Innovative Explorers
ESTJ Efficient Drivers	ESFJ Committed Builders	ENFJ Engaging Mobilizers	ENTJ Strategic Directors

- The Myers-Briggs Type Indicator (MBTI) was introduced by Katharine Cook Briggs and her daughter, Isabel Briggs Myers, in the 1940s. The test is based upon an earlier theory that was introduced by Carl Jung - a theory that humans experience the world using four psychological functions: sensation, intuition, feeling and thinking.

- The MBTI measures whether an individual is extroverted or introverted, whether they have a sensing preference or an intuitive preference when it comes to processing information, whether they prefer to make decisions by thinking or feeling and whether they have a judging or perceiving preference about how they do things.

https://www.workstyle.io/best-personality-test

- **NOTE: MBTI** - Though insightful, has not been consistently validated by scientific studies, yet it is widely used, especially within companies and teams. It is important to interpret results 'with a grain of salt' and check in with yourself to see if your results align with what you know about *you.*
    - MBTI can also feel polarizing due to its 4-Type profile, please note that most people have a mix of all 4 to varying degrees.

DIMENSIONS for CONSIDERATION

EXTROVERT 24

sociable, outgoing, talkative, responsive, easygoing, lively, carefree, leadership (SANGUINE)

active, optimistic, impulsive, changeable, exciteable, aggressive, restless, touchy (CHOLERIC)

0 **STABLE** — 12 — **NEUROTIC** 24

calm, even-tempered, reliable, controlled, peaceful, thoughtful, careful, passive (PHLEGMATIC)

moody, anxious, rigid, sober, pessimistic, reserved, unsociable, quiet (MELANCHOLIC)

INTROVERT 0

Neurotic

Pessimistic, Unsociable, Reserved, Anxious, Moody, Sober, Quiet, Rigid

Changeable, Aggressive, Optimistic, Excitable, Restless, Impulsive, Touchy, Active

Low constraint (High psychoticism)

Introversion — **Extraversion**

Calm, Careful, Reliable, Passive, Even-tempered, Peaceful, Controlled, Thoughtful

Lively, Carefree, Sociable, Talkative, Outgoing, Easygoing, Leadership, Responsive

High constraint (Low psychoticism)

Emotionally stable

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WHAT TO DO WITH RESULTS?!

The "Power" of Personality Tests happens when we use the information to align ourSelves with our Goals (short or long, small or big), Desires, Core Values, and Purpose:

For Example:

- If one of my goals is to be an Entrepreneur (version of myself 7 years ago) I can learn more about what entrepreneurship entails really lean into my strengths and aspects of my personality + character that are supportive.
  - If I find that my personality + character are not very aligned, I can either reconsider and choose a path that is more aligned with my strengths, OR consciously work on shifting my way of being...

- If one of my Goals is to have a thriving, trustworthy, *fun* group of friends who are "on the same page" as me (values-wise), YET I am on the "Neurotic – Introverted" side of the scale, I need to move toward the "Extroverted-Stable" side of the spectrum.
  - Note – it's important to be mindful of *focusing on weaknesses* – as humans we do have a negativity bias (meaning we tend to want to focus on our weaknesses) but in reality it's optimal to focus on our strengths. That said...if we really want to change ourselves see the section below!

- We can use our personality and characteristics to *discover* and *create* our Purpose!
  - Exploring what fills and calls forth out personality, strengths, passion, and Character Strengths
  - Aligning this with our Goals, Core Values, Desires, Impact

WHAT IF I DON'T LIKE MY RESULTS?

It's time for some reflection!

- *WHY* don't I like my results?

- What part of me doesn't like my results? Is it truly "Me" who doesn't like them, or an external factor? (Society, family, partner, etc)

- What *Needs* or *Core Values* or *Goals* are not aligned with my results?

- How do I want to be instead? What are my motivations for this?

- Role models, Mentors, Social Influence – surround yourself!

STRENGTHENING or CHANGING CHARACTERISTICS or BEHAVIOR

Neuroplasticity, Subconscious Repatterning, Repetition, and Paradigm Shifts allow for us to "change" who we are to a large degree!

Using "Roles" or "Alter Egos" for character + personality development: Alfred Adler: "Act As If" technique

- "Try On" doing, being, or behaving in the desired way*

- Read a piece of literature that embodies that characteristic*

- *"Act As If" – Article in Positive Psychology News

- *"The Alter Ego Effect: The Power of Secret Identities to Transform Your Life" by Todd Herman

PUTTING IT INTO PRACTICE
GROUP EXERCISE

Summon up your 2020 "Hell YES" Dream...

A) What aspects of your personality + character (based on your "Strengths" and "Personality Test" results) can you *lean into and utilize* for reaching your target?

B) What aspects of your personality + character (based on your "Strengths" and "Personality Test" results) do you need to change or shift to reach your target?

    a) What traits or behaviors do you need instead?

    b) What "Alter Ego" embodies the traits that you need to develop? You can create or draw from a real or fictional character.

Q+A
(Round Robin)

RESOURCES
(Round Robin)

- You can find a TON of personality assessments and their descriptions here: https://www.workstyle.io/best-personality-test

- "Act As If" – Article in Positive Psychology News