

Beneath the Surface: Personalities at Work

Personality colors the lenses through which we see, judge, and relate to others. It gives us a special language - a language that only those who share key pieces of our personality puzzle can understand. In addition; personality impacts workplace relations and conflict, provides the "energy" for the development of competencies such as leadership, teamwork, and comfort with diversity; and is an important component in employee engagement discussions. This workshop introduces human resources practitioners to personality diversity and helps them plan to incorporate this important topic in their diversity, team, and leadership development processes.

Participants will:

- Define personality.
- Assess their personality traits.
- Explain how personality impacts workplace relations and productivity.
- Learn about "Conversity®" - an intentional search for connections that helps improve workplace relations.
- Discuss connections between personality and employee engagement.
- Discuss challenges and opportunities in workplace applications of personality assessments and initiatives.
- Plan to apply personality discussions to leadership, team, employee relations, and diversity initiatives.

	Minutes
Total activity time	240
Total time spent on non-educational activities (registration,	15
Subtotal	225

Program Outline

Activity	Description	Start	End	Duration
Icebreaker: Personality Conversity® Bingo	Participants seek colleagues who can "match" some of their personality preferences.	8:00	8:15	15
Lecturette: What is personality?	The facilitator discusses definitions and stability of personality traits.	8:15	8:25	10
Personality assessment	Participants complete / score the Workplace Big Five ProFile™ ¹ .	8:25	8:45	20
Debrief	Participants "line up" according to their personality traits; facilitator explains workplace relevance of traits.	8:45	9:25	40
Lecturette: Research in personality	Facilitator summarizes latest research on personality at work.	9:25	9:45	20
BREAK	9:45	10:00	15	
Group activity: If we were a team	With the assistance of the facilitator, participants discuss the impact of their personality scores on teamwork and leadership.	10:00	10:15	15
Pair activity and lecturette: Conversity®!	The facilitator introduces the importance of "Conversity®" (or the intentional search for connections) to improve team relations; participants seek connections.	10:15	10:25	10
Group activity: People reading!	Participants attempt to "read" the personality of the facilitator (this exercise is also a demonstration of the impact of one particular set of traits on group dynamics).	10:25	10:35	10
Debrief	Facilitator shares "real" scores and debriefs group experiences during exercise.	10:35	10:45	10

Group activity: Traits & competencies	Participants try to "build a competency" (selected from a set of interpersonal workplace competencies) by estimating the traits that match the competency description	10:45	11:00	15
Debrief & discussion: Personality and interpersonal competencies	The facilitator connects personality and various interpersonal competencies including leadership, motivation of others, teamwork, diversity, and conflict resolution.	11:00	11:10	10
Lecturette & discussion: Personality and engagement	The facilitator defines engagement and connects personality, engagement, person-work "fit", and employee relations.	11:10	11:25	15
Group activity: Challenges and opportunities	Groups discuss challenges and opportunities in the application of personality assessments in the workplace, facilitator debriefs,	11:25	11:45	20
Personal action plans	Participants plan to apply contents of the workshop	11:45	11:50	5
Conclusion	The facilitator makes concluding remarks and answers remaining questions	11:50	12:00	10

The WorkPlace Big Five ProFile™ was developed by Pierce and Jane Howard and is published and distributed by CentACS, of North Carolina.