

PERSONALITY TYPES ASSESSMENT REFLECTION

Taking a professional personality type assessment offers numerous benefits, including enhanced self-awareness, improved communication, and more effective conflict resolution. Understanding your own personality, as well as those of your team members, can highlight the value of diverse personalities.

YOUR PROFESSIONAL PERSONALITY TYPE RESULTS

INDIVIDUAL REFLECTION QUESTIONS FOR SELF ASSESSMENT

- What strengths did my assessment reveal?
- How can I leverage the strengths of my personality to advance my career?
- What insights did the assessment share on potential weaknesses?
- Are there specific behaviors I need to be aware of when working with colleagues?
- How does my personality type impact the way I communicate with others?
- Are there any personality traits in others that I find challenging? How can I adjust my approach to improve these relationships?
- How can I use my understanding of different personalities to create better teamwork?
- How does my personality tend to respond under stress or pressure?
- How do my personality traits influence my leadership style?
- How can I adapt my leadership to work with a diversified group of individuals with different personality types?

TEAM MEMBERS PERSONALITY TYPE RESULTS

Documenting the professional personality types of your direct manager, senior leadership, peers, direct reports, and other key stakeholders can offer valuable insights.

TEAM MEMBERS RESULTS

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TEAM MEMBERS RESULTS _____

GROUP DISCUSSION QUESTIONS

- How can I encourage collaboration when there are different personalities?
- What is something you're proud of with your personality type?
- How can I overcome communication challenges as a result of different personality styles?
- Are there any challenges related to your personality that may impact your growth? How can your colleagues assist you with overcoming these challenges?
- How can I help team members increase their engagement when considering their personality?
- How can I celebrate an array of personality types in the team?

MANAGEMENT LENS GROUP DISCUSSION QUESTIONS

Note: Management lens questions should be discussed when someone has people management responsibilities.

- How have you noticed different personalities show up on your team? In a positive and challenging light.
- How do you adjust your leadership/management approach with diverse personalities?
- Give an example when you've seen different personality styles cause conflict or misunderstandings. How did you handle the situation(s)?
- How can you utilize strengths in your personality to better lead your team?

POST GROUP DISCUSSION REFLECTION QUESTIONS

- What strengths does your team member's personality bring to the team or company?
- Did someone say anything that shifted your perspective on different personality types?
- What's one change you will make as a result of these self reflections and group discussion?
- What's something that grew your confidence from the discussion?
- What support, feedback, or learning would help you continue to grow your understanding and interaction with different personality types?

