



New Ways to Develop Teams Using Personality Type



Presenters



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Clinical, Education, Talent Management & Public Safety settings



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User
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RISK/NEEDS



Level of Service/Case
Management Inventory™

MHS
ASSESSMENTS



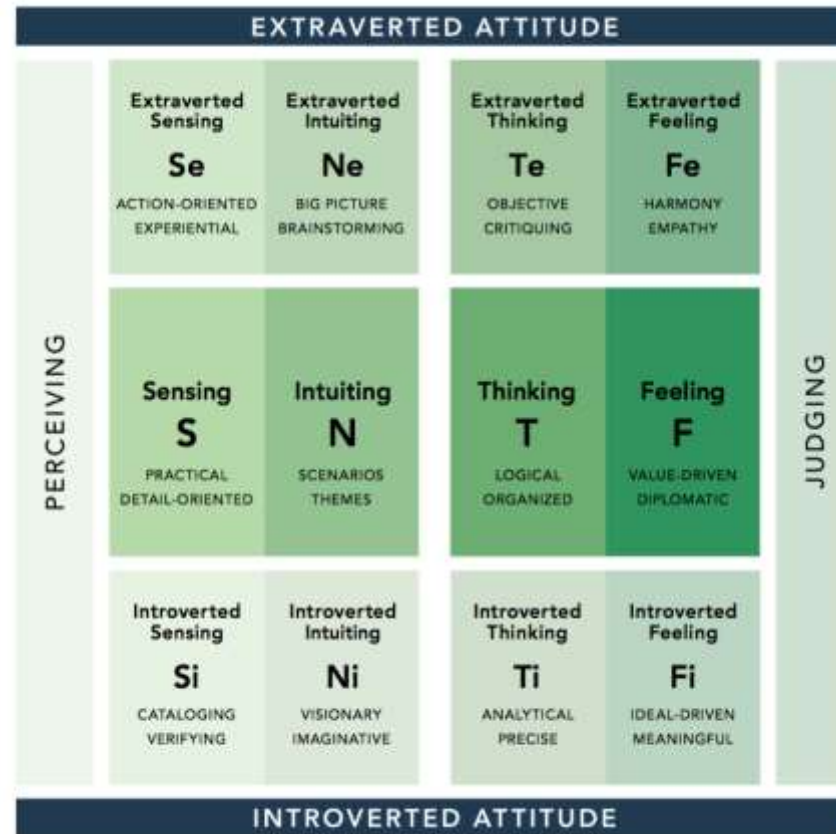
Agenda

- Introducing the Pearman Personality Integrator
- Working through a case study using the Pearman
- Tying it all together



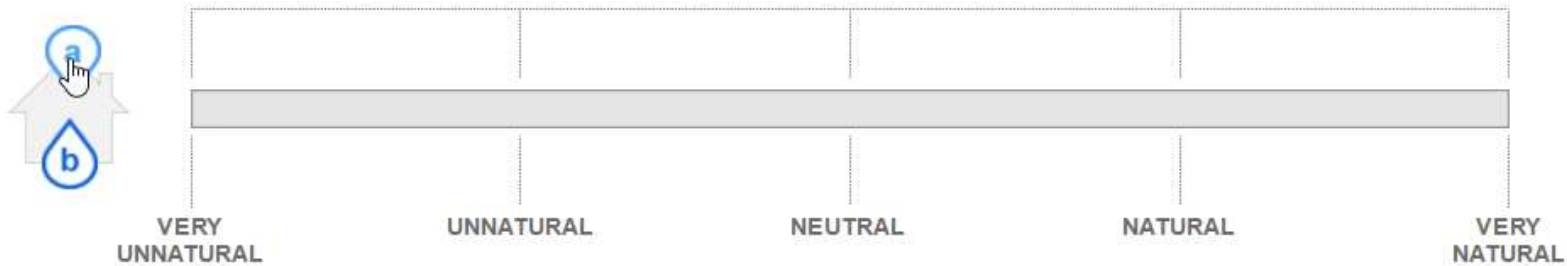
PEARMAN™

PERSONALITY INTEGRATOR



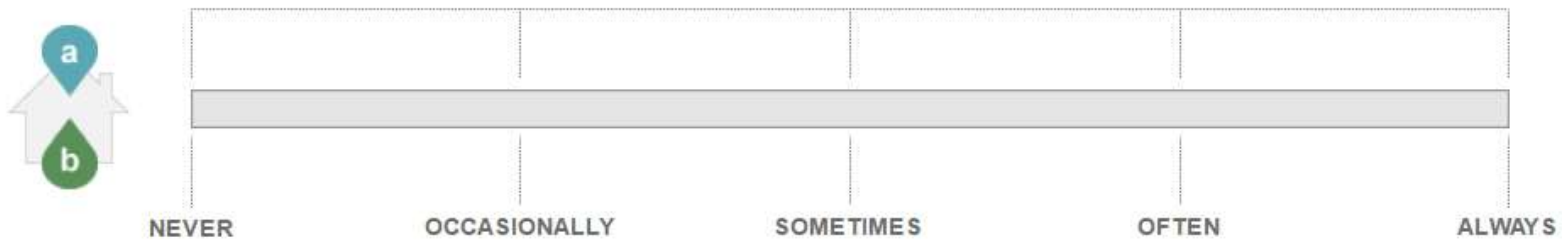
How natural is it for you to...

- a take charge of a group?
- b provide a supporting role in a group?



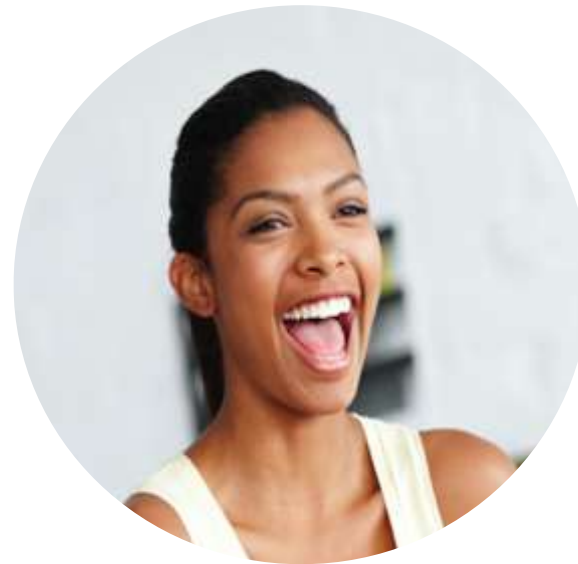
How often do you...

- a take charge of a group?
- b provide a supporting role in a group?





Manager



Consultant



Instructional Designer



Facilitator

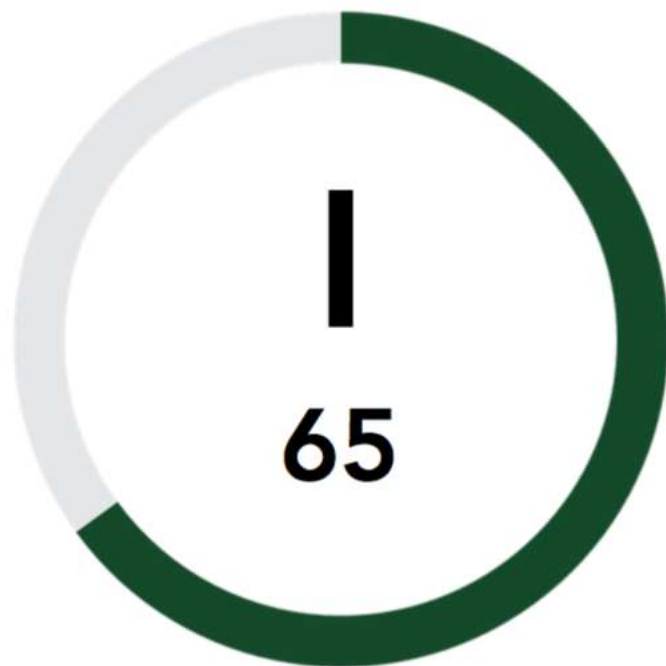


Coordinator

Extraversion (E) - Energized by and directing energy toward the external world and the people in it; sharing connection
Introversion (I) - Energized by and directing energy toward the internal world of ideas and perceptions; independent, reflective

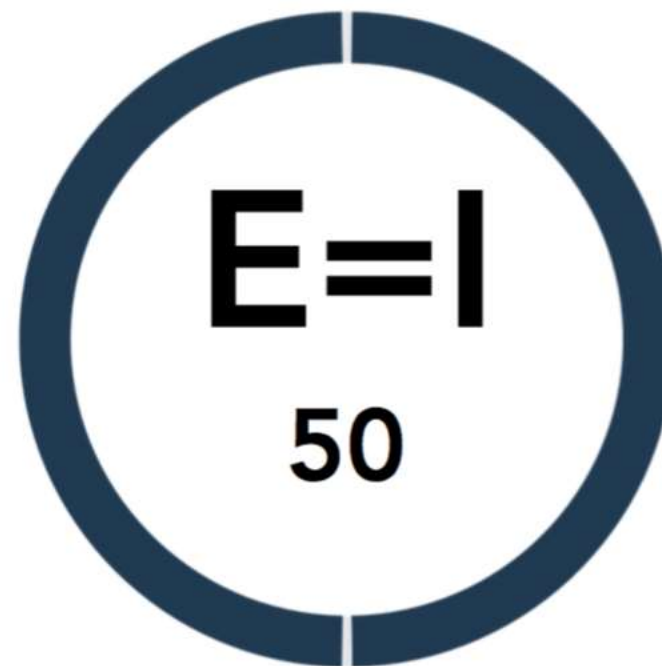
NATURAL

E vs I



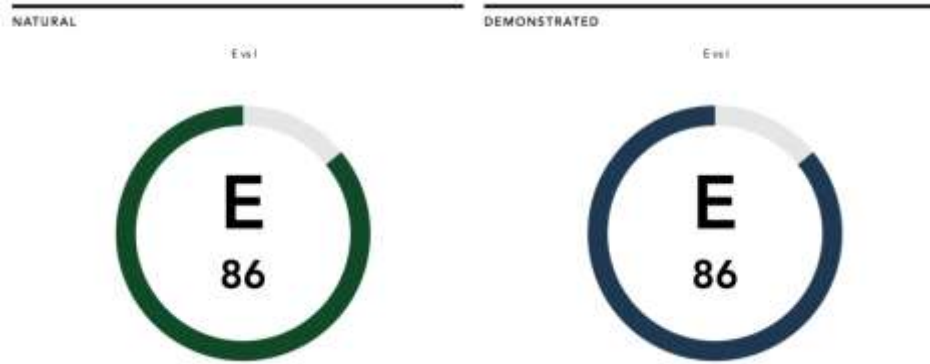
DEMONSTRATED

E vs I

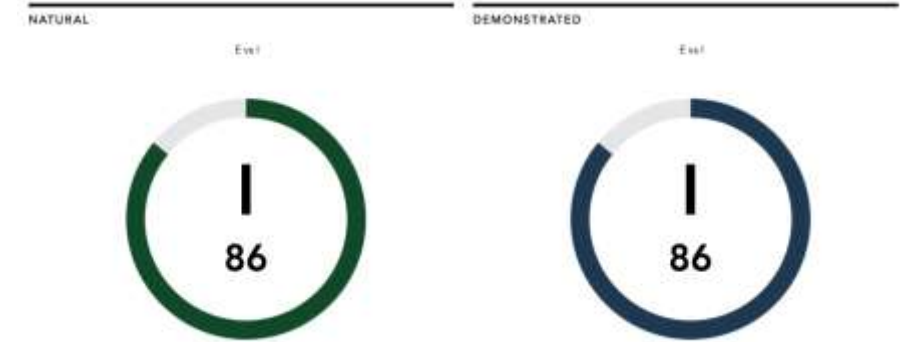




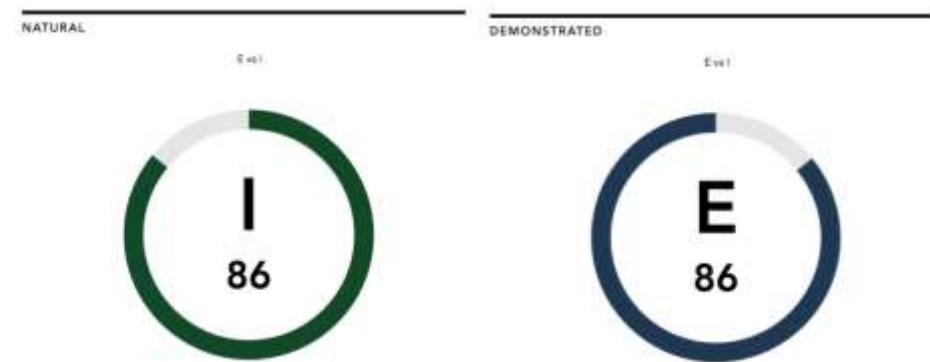
Consultant



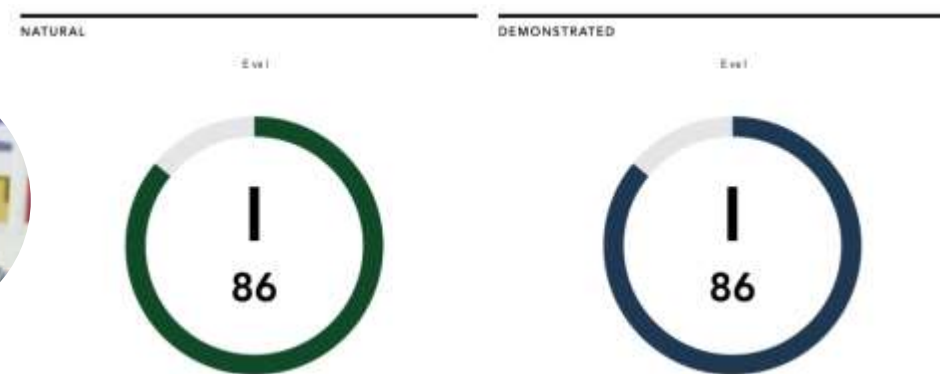
Instructional Designer



Facilitator



Coordinator



POLL 1: Extraversion or Introversion

- I prefer working in groups rather than one-on-one
- I prefer working one-on-one rather than in groups
- I am comfortable working both in groups and one-on-one



SPEAKING YOUR MIND IN A MEETING



JOINING A GROUP WHERE NO
ONE KNOWS ANYONE ELSE



WORKING ALONE ON A PROJECT
FOR A LONG TIME

How you take in information

Intuiting (N) - Perceiving focus on patterns and the big picture; ideas, possibilities

Sensing (S) - Perceiving focus on details and objective facts; concrete, realistic

NATURAL

N vs S



DEMONSTRATED

N vs S

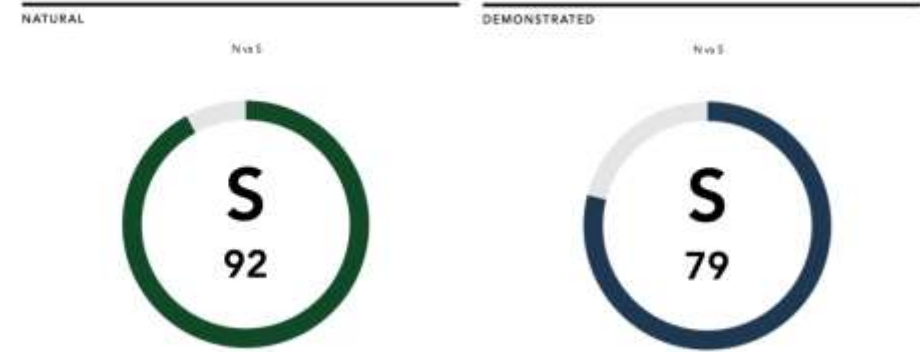




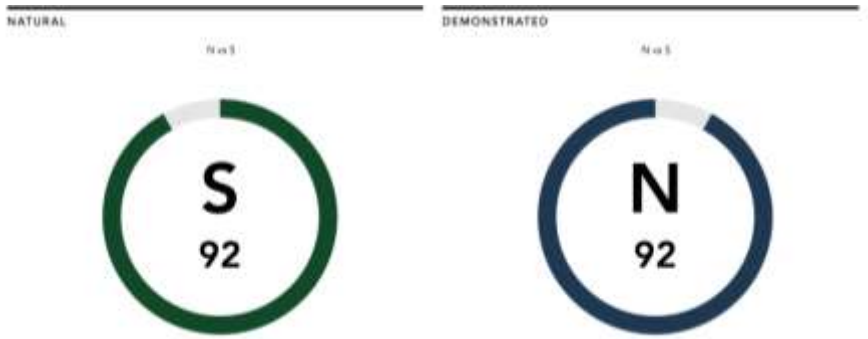
Consultant



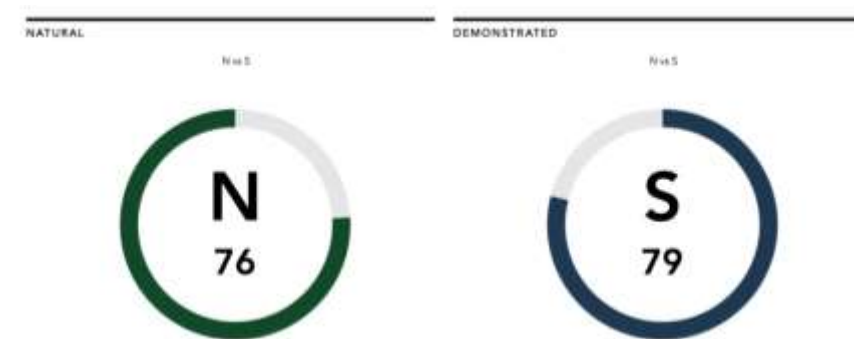
Instructional Designer



Facilitator



Coordinator



Sensing and
Intuition:

Describe what
you see



POLL 2: Sensing or Intuiting

- I prefer to focus on the details of a plan
- I prefer to focus on the big picture strategy
- I sometimes prefer the big picture and sometimes prefer the details

Sensing and Intuition Activity

- With a partner, explain how to use a photocopier using your preferred function



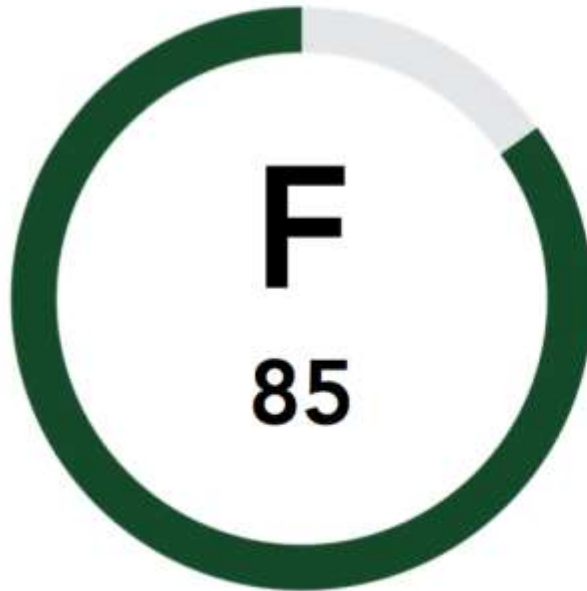
How you make decisions

Feeling (F) - Decision making strategy based on ideals and values; harmony, connection

Thinking (T) - Decision making strategy based on logic and analytically derived results; evidence, precise

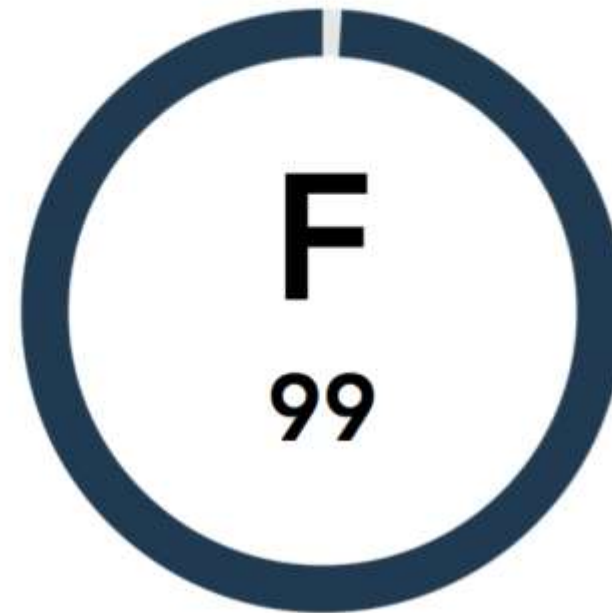
NATURAL

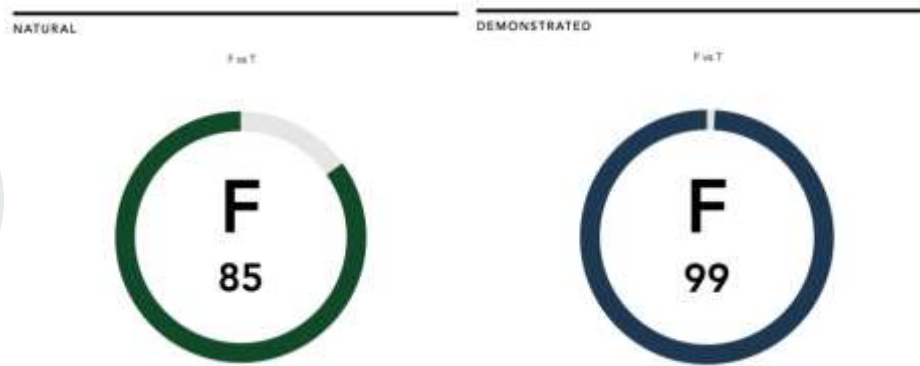
F vs T



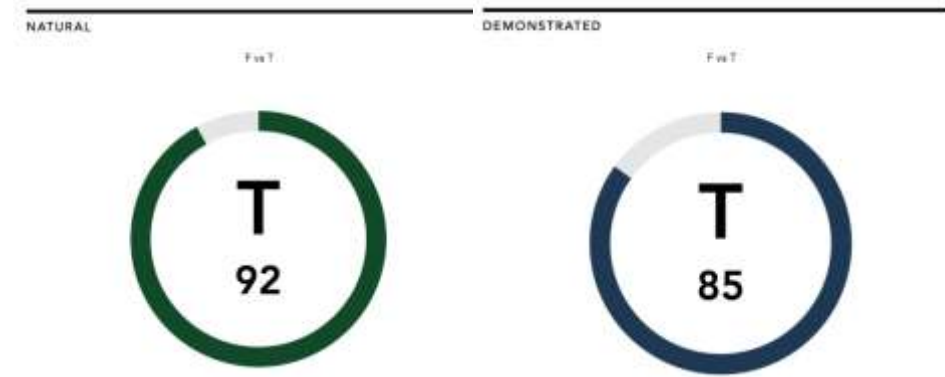
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F vs T

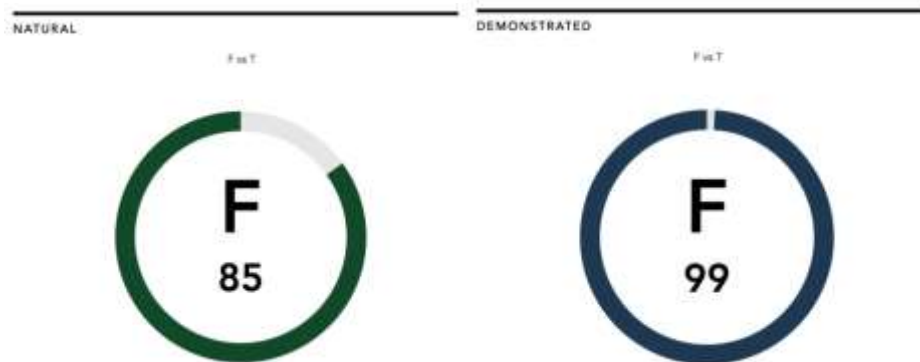




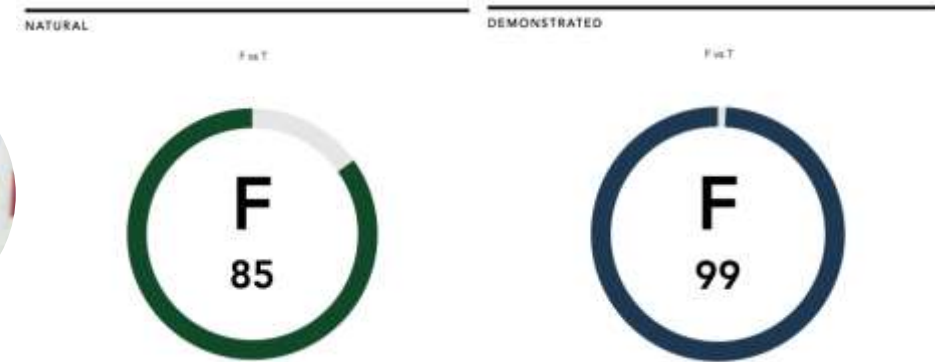
Consultant



Instructional Designer



Facilitator



Coordinator

POLL 3: Thinking or Feeling

- I prefer to make decisions based on my values and the values of those around me
- I prefer to make decisions based on objective data
- I prefer to focus on my values and objective data when making decisions

Thinking and Feeling



- You lead a project team at work who has won an organization-wide award for successful completion of your project.
- The award allows for 3 people from the team (plus yourself) to attend the company offsite in Hawaii in September, where you will present the project to the senior leaders of the organization.
- There are 5 people on your team. Based on your natural preference, how will you decide who gets to go?

Thinking and Feeling



- Now, you need to tell one of the members know that he or she has not been selected to attend the offsite.
- This person's preference is the opposite of yours
- Using your less preferred function, let your partner know why he or she was not selected

***Feeling (F)** - Decision making strategy based on ideals and values; harmony, connection*

***Thinking (T)** - Decision making strategy based on logic and analytically derived results; evidence, precise*

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DEMONSTRATED

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NATURAL

F vs T



DEMONSTRATED

F vs T





Extraverted Sensing



Extraverted Intuiting



Extraverted Thinking



Extraverted Feeling



PROCESSES & FUNCTIONS



Introverted Sensing



Introverted Intuiting



Introverted Thinking



Introverted Feeling

Extraverted Sensing and Extraverted Intuition



Instructional Designer touchpoint with Manager

Had first meeting with consultant and is frustrated – no concrete direction, tons of possibilities, not sure where to go from here



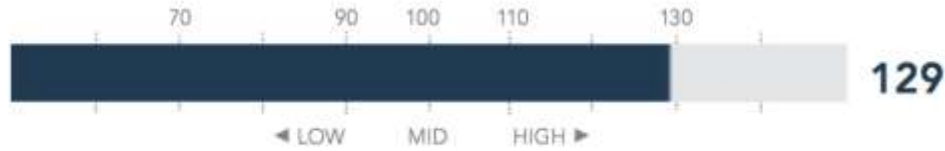
Touchpoint with consultant revealed different story

Productive meeting, lots of great options on the table, starting to hone in on direction, excited about possibilities for moving forward

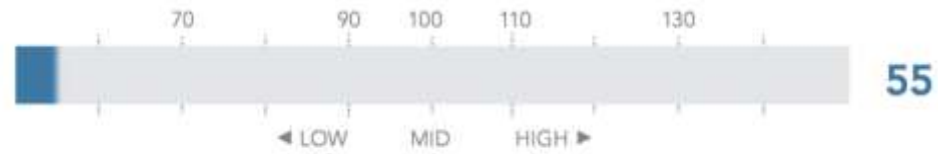
What else is going on?



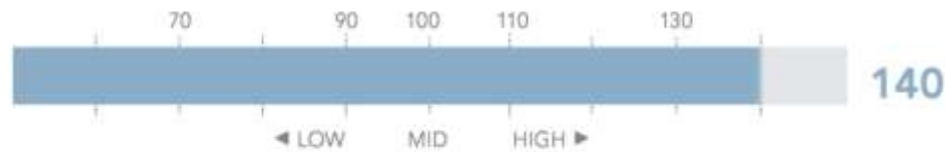
Proactivity



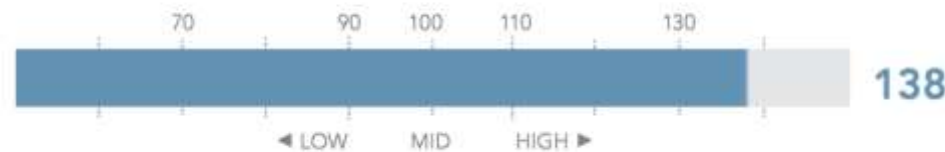
Composure



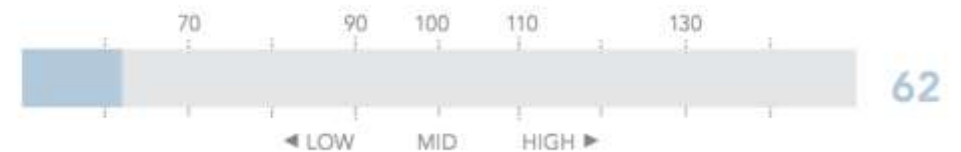
Variety-Seeking



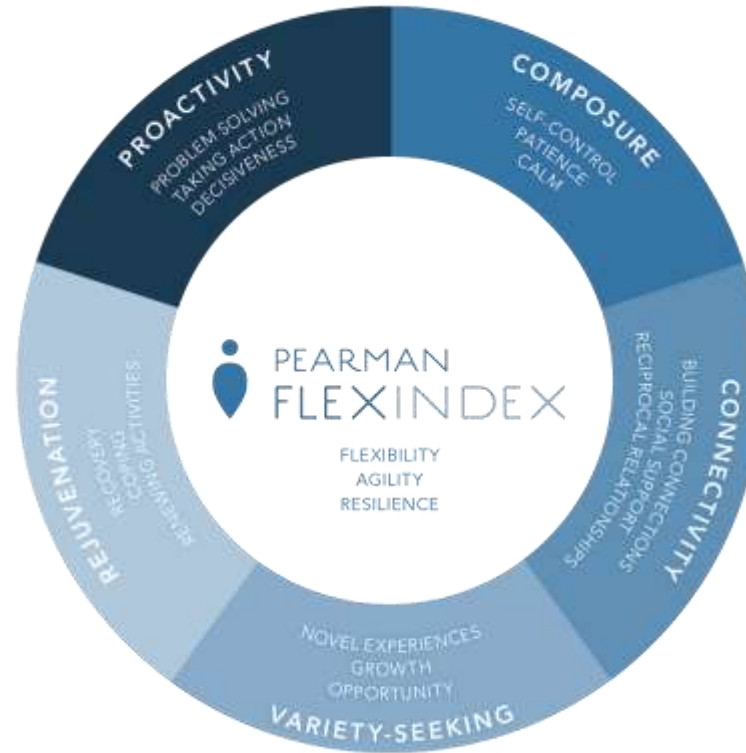
Connectivity



Rejuvenation

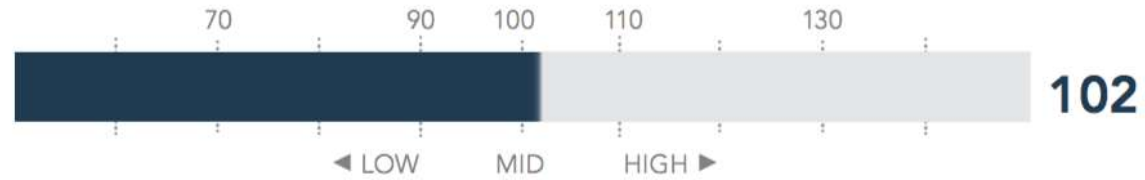


Pearman FlexIndex

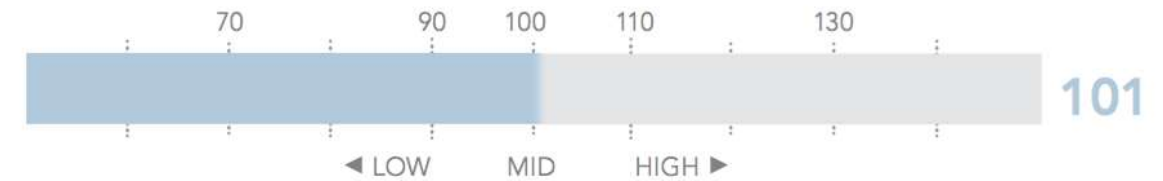


FlexIndex group results

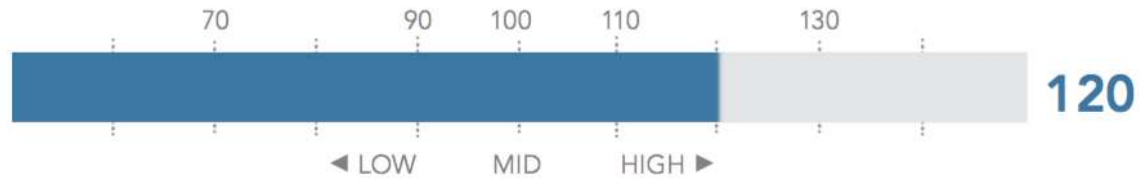
Proactivity



Rejuvenation



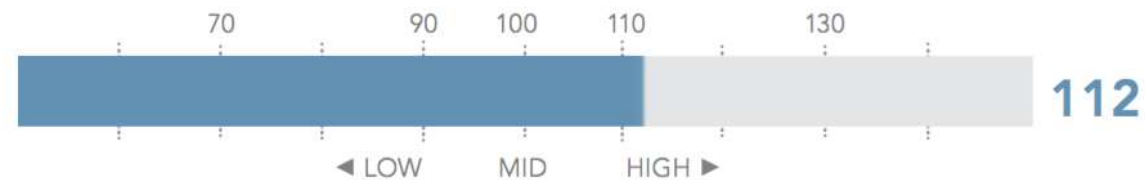
Composure



Variety-Seeking



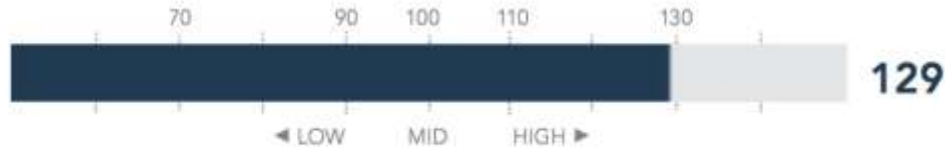
Connectivity



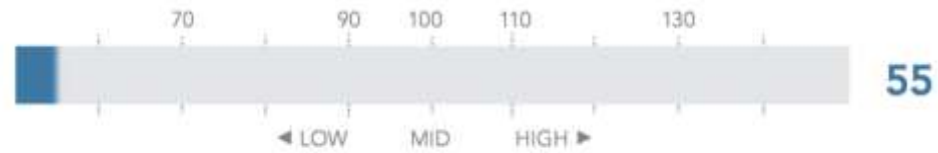
What else is going on?



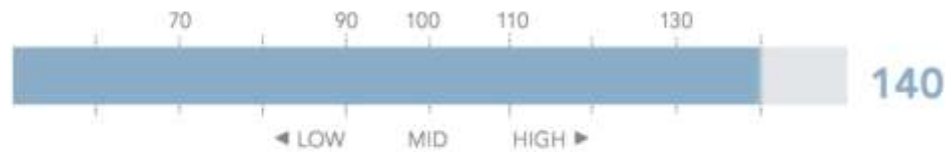
Proactivity



Composure



Variety-Seeking



Connectivity



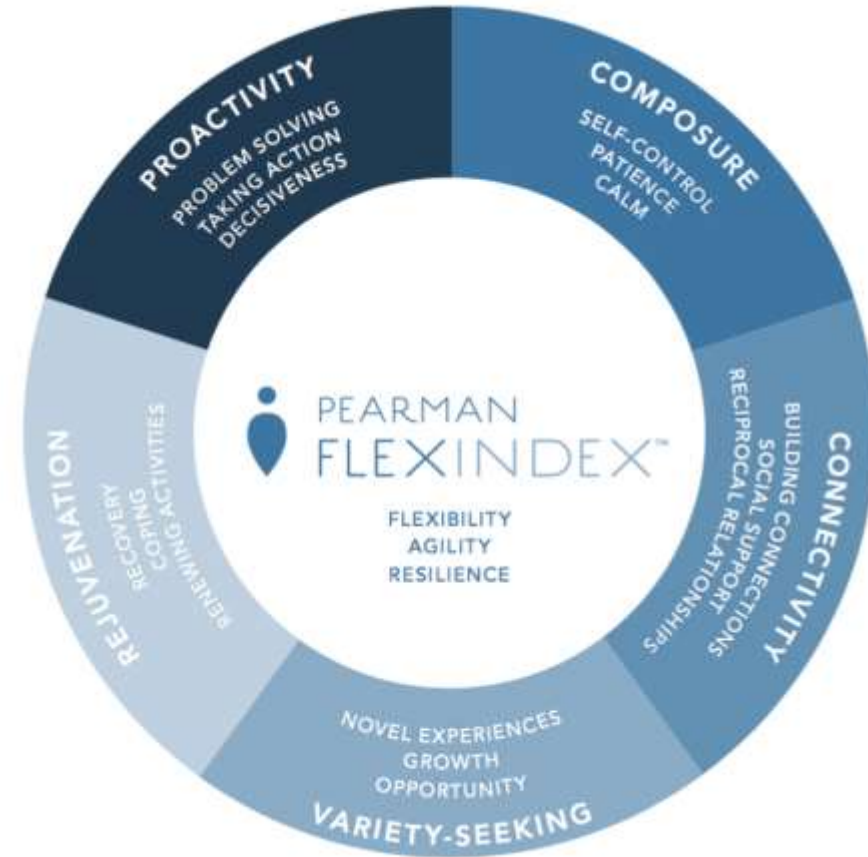
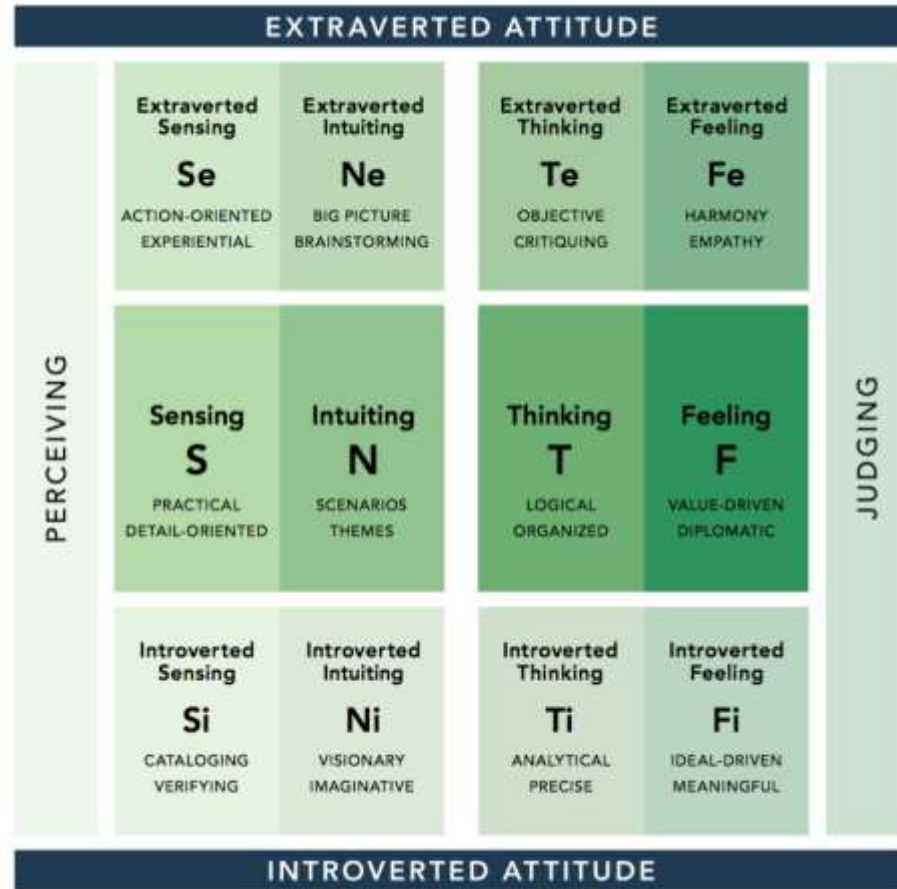
Rejuvenation



Leveraging the Pearman for Success

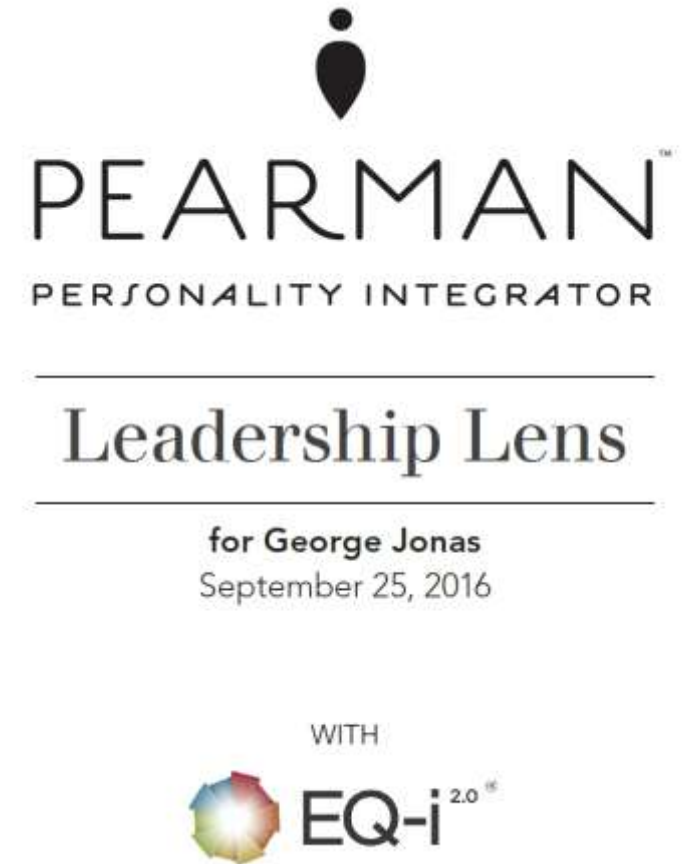
- What can the team do from the perspective of Extraversion and Introversion?
- What can the team do from the perspective of Sensing and Intuition?
- What can the team do from the perspective of Thinking and Feeling?
- How can the team leverage the FlexIndex to be more successful?

Pearman Models



Reports, Lens, Modules

- Coach & Client Report
- Level B tool
- Workplace Lens
- Leadership Lens
- EQ-i 2.0 Module



Questions

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