Imagine the people you interact with throughout your workday... do you notice some individuals may be noticeably organized and conscientious, others distracted and looking for adventure, some seem quite sensitive and involved with their family, friends, and community, while others are more private and independent in nature. We all have our own style, preference, and ways of operating.

With such a variety of personalities, how can we appreciate our unique differences so everyone can fulfill their work goals in mutually satisfying, collaborative ways?

Personality Lingo® is a simple method for understanding behavior and what makes people tick. Using its concepts, the first step to fostering successful working relationships is to identify your personality style. When people are functioning healthfully, they are using their skills, talents and natural preferences in positive resourceful ways.

When our inherent personality needs are being met, our behavior is positive and contributes to an overall productive work environment.

For the next few weeks or so, see how well you can determine the personality styles of others. Recognize the values or needs they have in common with you, and especially those they don’t. Get curious, get creative. What resourceful methods can you come up with to make sure your working environment and approach includes ways to embrace the needs of all four personality styles?

The following pages contain brief descriptions of the four personality styles at work:

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**MOVER**

Fun-loving and playful, this style lives for “right now”. Quick to act, they tend to push boundaries and like to seize opportunities the moment they arise.

Spontaneous by nature, their driving force is freedom. If they feel they do not have choices, they may try to negotiate some alternative options.

Swift decision-makers, they can change their minds, plans and direction easily.

*They “squeeze the juice” in life!*

**TRAITS**

- Resourceful
- Resilient
- Eager
- Straightforward
- Competitive
- Negotiator
- Spontaneous
- Engaging
- Assertive
- Active

**NEEDS**

- Flexibility and variety of tasks
- Challenge and change
- Freedom to act immediately
- Tangible relevance
- Physical involvement
- Attention and instant feedback
- Stimulation, excitement
- Fun and playfulness

**RELATING TO MOVERS**

Movers hate feeling stuck. Instead of telling them there is only one “right” way to do something, let them know the objective and allow them the freedom to choose some methods of their own for accomplishing the goal. Just knowing they have choices puts Movers at ease. They won’t necessarily take advantage of the other options, but somehow just knowing they could if they wanted to allows them to feel content going along with yours.

For the most part, whether they admit it or not, they enjoy being the center of attention. They love an opportunity to show their skillfulness, cleverness, or physical abilities. They like to savor the moment and save the day. Give them some credit and praise right in the immediate moment for the clever way they handled a situation.

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Agreeable and kind, this style seeks harmony and personal connection. Imaginative and creative, they have a keen intuition and a friendly, inclusive approach.

Empathetic and cooperative, they pay attention to how they and those around them feel about a situation.

They believe in consensus decision-making and want to make sure everyone’s opinion is heard and considered before moving on.

*They are “true blue troopers“!*
Logical and analytical, this style looks for the information behind the information. Their driving force is competency.

Naturally curious, they thirst for knowledge and information and like to come up with solutions and systems for solving problems and inventing a better future.

When it comes to decision making, they rely on their logic, investigation of the facts, and having enough time to think.

*They are keen green thinking machines!*

### RELATING TO THINKERS

The secret to relating to Thinkers lies in stimulating them to use their minds in an atmosphere of rationality and freedom. They have the ability to acquire the skills and knowledge required to perfect any product or system they choose to focus on, from computers to world peace. Their ability to conceptualize is a gift that they contribute, given the opportunity to do so.

Preferring to keep their emotions to themselves, Thinkers approach situations objectively. Although they may appear somewhat reserved in demeanor or can seem difficult to approach, they will readily share their feelings with those that have earned their trust.
Conscientious and dependable, this style likes to be organized and prepared. They value security, commitment, and being responsible citizens.

Steadfast, reliable, individuals, they follow the rules and want others to do so as well. They have the ability and resolve to see goals through to successful completion.

Planners rely on their sound judgment of what is right and wrong to make decisions.

*They like to make a plan and stick to it!*

**TRAITS**
- Prepared
- Reliable
- On-time
- Appropriate
- Follows rules
- Detail Oriented
- Organized
- Realistic
- Productive
- Structured
- Concerned

**NEEDS**
- To have a plan
- Consistency
- Structure, Rules
- Organization
- Responsibility
- Clear instructions/expectations
- Security
- Accountability – self & others

**RELATING TO PLANNERS**

Planners themselves may get concerned that their efforts to uphold the rules and values of society are going unappreciated and that people misunderstand their intentions. Just because they like to finish their work before playing, does not mean they do not like to play. Some Planners even have a mischievous side that others are surprised to see when revealed.

Their powerful sense of commitment and duty directs their decisions toward what would be the most appropriate and responsible for any given situation. Show them you value their efforts. As with most people, Planners enjoy knowing their contributions are appreciated.