

**Stephen Officer**  
**18 Feb 2015**  
**Persona Personality Profile**

**FM** CONTRACT  
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## Introduction

Welcome to the Persona personality profile.

Many people have researched personality; Hippocrates divided individuals into the four humours; Jung described introversion, extraversion, thinking, feeling, sensing and intuition; Myers classified sixteen types based on Jungian principles.

Our aim is to provide a straightforward, accessible report with a graphical representation of the way individuals express their personality to the world around them. We use four Jungian factors, combine them and then use colours to represent each to make it more memorable.



Red represents Extraverted Thinking; bold, determined, direct and confident.



Yellow represents Extraverted Feeling; optimistic, generous, free-spirited and trusting.



Green represents Introverted Feeling; caring, considerate, supportive and involving.



Blue represents Introverted Thinking; logical, analytical, structured and disciplined.

More information is available on how the report is generated and the validation process.

The purpose of this profile is not to fit people into a type or categorise them. We hope to help teams and individuals understand how personality, behaviour and energy are used in their daily roles and how they come across to others; holding a mirror so they can see aspects of themselves that they may know or not know. This awareness of personality can be extremely valuable when selecting and interviewing potential new team members.

There are no good and bad personalities and we do not want to change anyone. Rather, we want to explain some of the differences in people that make the world (and the workplace) such a wonderful place. By understanding these differences, we want to help individuals understand others and improve their interactions.

We hope this report proves to be a valuable tool in understanding others improving relationships.

## Overview

From Stephen's responses to the questionnaire we have selected general statements describing how Stephen's personality may come across to others in the workplace.

Stephen responds well to support from his colleagues but may occasionally take criticism to heart. The steady, systematic approach he takes to his work means that things are handled in good time and in order. Tackling routine and complex tasks with thoroughness and patience comes naturally to him. Positive possibilities need equal consideration; he is inclined to focus on the potential negatives. Order, structure and quiet efficiency are his preferred way of working. Each team member's unique contribution is recognised and he may allow them to achieve their goals in their own way. Consensus is his preferred way to arrive at decisions; often preceded by discussion and contemplation. After leaving a meeting, he may sometimes feel he should have said more and made his points more eloquently.

Stephen likes to consult widely and values the input of the team to help reach a consensus. Tried, tested and familiar environments are usually more comfortable than fast paced ever-changing situations. The current task will keep his attention and he is unlikely to be distracted until he has finished the job. Once Stephen makes a decision, he sometimes feels the need to review the details. He prefers to avoid confrontation wherever possible. He places great weight on the opinions of those he cares for and trusts. He may talk things through with the team before taking the initiative himself. A co-operative environment, where he is not rushed into decision-making, produces his best work.

Stephen prefers to play by the rules and may have less patience with colleagues that take short cuts. Sometimes, he should trust his ability to make a decision and move forward with confidence. If criticism is of a personal nature, it can temporarily affect his confidence. Having time to reflect is important to him; he likes to consider all the possibilities before taking action. Don't mistake Stephen's reticence to speak out as a lack of conviction on his part; he is carefully considering his options. Colleagues see him as disciplined and having high standards. Because he likes to organise his work at his own pace, he dislikes interruptions once he has started. Abstract and intangible ideas may be less acceptable; he prefers to deal with more practical things.

## Strengths

We have selected some phrases that may describe Stephen's key strengths:

- Brings organisation skills
- Finds the low risk route
- Methodical and systematic
- Reminds the team of the tried and tested ways
- Looks for the safe and reliable way
- Amiable and patient
- Consistent and dependable
- Finishes what he starts
- Can see both sides of an argument
- Fair and reasonable

## Notes

Ask the participant to highlight the 3 or 4 statements which describe their best qualities. Invite them to share examples of when they have demonstrated these qualities in a work situation.

Enquire if they have any other key strengths which are not listed here.

## Development Points

From Stephen's answers to the questionnaire, these are some areas in which there may be potential for development.

Stephen should:

- Give new methods a try; they might just work
- Maintain a wide focus on the project as a whole
- Keep meetings moving; get to the point and agree actions
- Prioritise tasks based on urgency and importance
- Put himself forward to take the lead
- Try a little spontaneity
- Keep workload to a manageable level; learn to say no
- Make presentations dynamic and exciting

## Notes

Ask the participant if they agree with these areas for development, and enquire as to how they intend to progress in these areas.

## **Effective Communication**

The following phrases describe strategies for communication that Stephen may prefer

- Show sincere interest
- Slow down and give him time to consider
- Be structured
- Give evidence to relieve any anxiety
- Keep your distance physically
- Keep communication warm and reassuring
- Follow a structured process
- Ensure all others involved are consulted

## **Ineffective Communication**

These phrases describe the communication strategies that are least preferred by Stephen

- Expect him to make an impromptu presentation
- Put him on the spot
- Rush him for conclusions
- Interrupt his slow paced, carefully thought-out response
- Confuse silence with agreement
- Assign a task without parameters or guidelines
- Forget to follow through
- Ask him to join an impromptu brainstorming session

## Value to the Team Statements

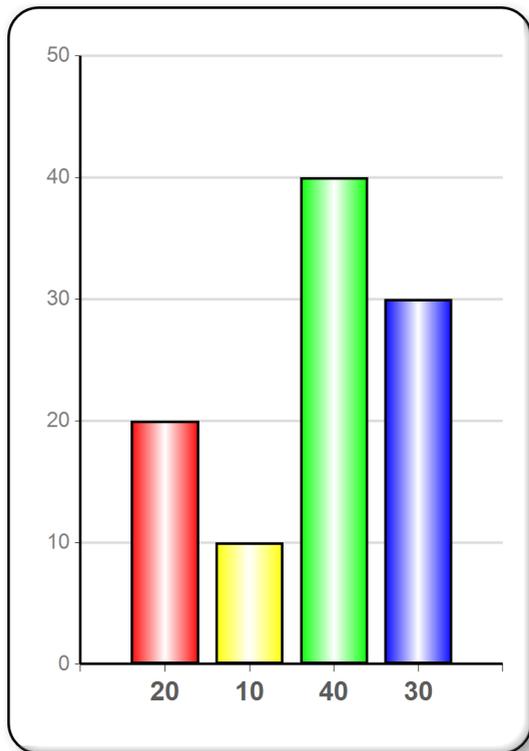
From the responses to the questionnaire, we have selected statements that describe the key attributes that Stephen may bring to the team

Stephen handles the routine tasks step by step, moving the project to completion. When arriving at a decision, he considers everyone's feelings as well as the details of the case. Success is achieved through a step by step process and he will lead the team with this in mind. His keen organisational skills are invaluable to the team. His colleagues see him as practical and reliable. He sees tasks through to completion and enjoys ticking them off the to-do list. He likes to avoid rushing decisions so everything can be considered. He is tactful and discreet.

### Notes

Ask the participant about their teamworking skills, and what they feel that they would bring to the team. Enquire as to how they would deal with certain situations that arise within the team.

Consider how the participant's strengths fit the strengths of the other team members, or if there are likely to be any clashes with the personalities of existing team members. How would the participant deal with such clashes?



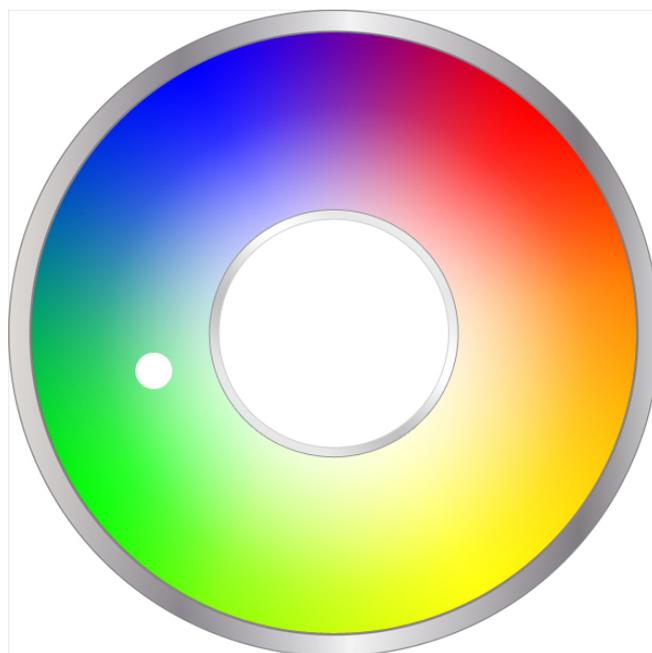
**Your Colour Graph Explained**

From the responses to the questionnaire we measure four aspects of personality and show the percentages of each on this graph.

- Red is a measure of Extraverted Thinking
- Yellow is a measure of Extraverted Feeling
- Green Introverted Feeling
- Blue Introverted Thinking

More explanation of the colour energies can be found on the next page.

**Your conscious persona**



**Your Wheel Position Explained**

To help show how each individual's colour energies fit with their colleagues, we map each person's position on the Colour Wheel. The closer the position is to colleagues, the more aspects of personality the team members will have in common.

The further apart the wheel positions, the more the individuals will differ in their perception of the "right" way to do things. Those on the opposite side of the wheel may be more difficult to understand.

**Your position on the Persona Wheel**

## What Next?

We hope this report has been useful.

To help understand the colour energies, these are some of the characteristics of each:

**Our Red sees their role as:** Bringing a clear direction, determined and focused, keeping the team on target, pushing the team to take decisions and challenging the status quo.

**When things go wrong they may well:** Looks for the three key learning points and move on, drive on to succeed; failure is not an option, express the view that winning isn't everything, it's the only thing, bring clarity and purpose to a change of plan or regard it as just another challenge.

**Our Yellow sees their role as:** The team's go getter, offering new ways of tackling problems, making the impossible possible, never lets procedure get in the way of results, and keeping up the team spirit.

**When things go wrong they may well:** takes the opportunity to add new ideas, sees the good in all situations, reshape the original challenge to make success possible, keep talking positively, rallies around and encourage others.

**Our Green sees their role as:** Working for harmony in the team, a loyal and faithful team servant, maintains the sense of balance, conscientious and calm and seeing both sides of an argument.

**When things go wrong they may well:** Believes cooperation will lead to success in the end, share the tasks with other groups, seek to ensure that the workload is equally spread across the team, ensure that everyone has their say about the solutions but also feels responsible for the setback .

**Our Blue sees their role as:** Organising the important details of a project, bringing technical expertise and focus on the details, initiating the small improvements that make a difference, the teams quality controller and standing back to evaluate before launching into a plan.

**When things go wrong they may well:** Go back to the original plan and check assumptions, analyse the situation and presents the options, allocates resources to the specific tasks that is holding back the team and learn from the difficulty and take this learning forward into the revised plan.

We hope to help teams and individuals to understand themselves better and understand the things that drive their behaviour, understand others and why they are different, improve relationships by adapting to other styles.

For more information, please contact:

**Lynda Moore**

**FM Contract Watch**

Tel: +44 (0)1844 260350

E-mail: [lynda.moore@fmcontractwatch.co.uk](mailto:lynda.moore@fmcontractwatch.co.uk)