

## Personality Style: Inventory

Understanding personality styles is one component needed for two people to effectively work together as a team. Before you can understand why other people do what they do or think what they think, it is important to recognize your own defining characteristics.

Complete the personality questionnaire - ***What type of Crew Member Are You?*** - and identify your own personality style. Determine if the listed strengths and weaknesses apply to you.

### TASK: WHAT TYPE OF CREW MEMBER ARE YOU?

#### Personality Style Inventory

Imagine yourself in the following situations. Circle the letter of response that is most like you.

**If I won the lottery, the first thing I'd do with the money would be to:**

- A. Throw a big party.
- B. Put it in the bank for family and heirs.
- C. Share it with friends and relatives.
- D. Create a new venture or fulfill an ambition.

**When disaster strikes, I:**

- A. Laugh it off and move on
- B. Am emotionally distraught
- C. Make the best of it
- D. Figure out why it struck

**I tend to be more interested in:**

- A. Arts and Crafts
- B. Literature and Humanities
- C. Business and Law
- D. Science and Engineering

**My idea of a great vacation is:**

- A. A white-water rafting adventure
- B. A traditional family vacation
- C. A spiritual retreat or romantic getaway
- D. A scientific expedition

**I tend to seek relationships based on:**

- A. Excitement and adventure
- B. Comfort and security
- C. Romance and love
- D. Shared intellectual interests

**My ideal workspace tends to be:**

- A. Free-form and fun
- B. Organized and neat
- C. Friendly and cozy
- D. High-tech and efficient

**What I value most in a co-worker is:**

- A. Action
- B. Loyalty
- C. Friendship
- D. Intelligence

**I tend to make decisions based on:**

- A. Impulses and whims
- B. Past precedents and procedures
- C. Feelings and emotions
- D. Logic and research

**In an extra-terrestrial appeared at my front door, I'd likely:**

- A. Grab and capture it
- B. Close the door and call 911
- C. Try to befriend it and invite it in
- D. Ask where it was from and how it got there

**If I could be anything I wanted, I'd likely be:**

- A. An actor or artisan
- B. A chief executive
- C. A spiritual guru
- D. An inventor

**I tend to work best when I am:**

- A. The leader of the team
- B. In a structured organization
- C. With people I like
- D. Left on my own

**The words that best describes the real "Me" are:**

- A. Bold and adventurous
- B. Practical and dependable
- C. Warm and compassionate
- D. Competent and knowledgeable

**CREW MEMBER Assessment**

**Personality Style Inventory**

**Add your number of answers for A, B, C, and D. The highest number is your most predominant color; the second highest number is your secondary color. The purpose is to determine your personality type and that of your co-workers and students.**

<p><b>A- ORANGE</b></p> <p><b>Strengths</b></p> <ul style="list-style-type: none"><li>• Strong resistance to too much structure</li><li>• Relaxed tone in the office</li><li>• Confrontation does not intimidate them</li></ul> <p><b>Weaknesses</b></p> <ul style="list-style-type: none"><li>• Poor follow-through and implementation</li></ul>	<p><b>C- BLUE</b></p> <p><b>Strengths</b></p> <ul style="list-style-type: none"><li>• People skills</li><li>• People-oriented management</li><li>• Encourage others to reach their potential-act as coaches and mentors</li><li>• Cooperates with people</li><li>• Create a harmonious environment where people can act in a collaborative manner.</li></ul> <p><b>Weaknesses</b></p> <ul style="list-style-type: none"><li>• Cannot deal with conflict and disharmony</li><li>• Avoid unpleasant situations</li></ul>
<p><b>B- GOLD</b></p> <p><b>Strengths</b></p> <ul style="list-style-type: none"><li>• Getting things done</li><li>• Like to feel responsible</li><li>• Very loyal to the company</li><li>• Follow rules</li><li>• Meets deadlines</li></ul> <p><b>Weaknesses</b></p> <ul style="list-style-type: none"><li>• Can be overly loyal and disregard individual needs</li><li>• Tendency to be perfectionists</li></ul>	<p><b>D- GREEN</b></p> <p><b>Strengths</b></p> <ul style="list-style-type: none"><li>• Intellect</li><li>• Confidence</li><li>• Vision-oriented to make improvements</li></ul> <p><b>Weaknesses</b></p> <ul style="list-style-type: none"><li>• Must be careful to lead so others will follow</li><li>• Tend to be autocratic in decision-making</li></ul>

## **CREW MEMBER Assessment**

### **Personality Style Inventory**

#### **1) Stop and Think**

- Using what you know about your personality type and learning/teaching style, what are your perceived weaknesses in becoming an effective aide or teacher?
- What skills do you already have that you can further develop in order to be seen as an effective aide or teacher?

#### **2) Would attending these professional development in-services together as a team enhance instructional effectiveness?**

- Your district offers a classroom management in-service.
- Participate in an on-line professional development in-service.
- Invite the district's special education coordinator to your campus for a Question & Answer session regarding special education law and public education practices.

Stephanie Blanck, Georgetown Independent School District, used with permission