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 befrend 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.

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<tr>
<th></th>
<th><strong>A- ORANGE</strong></th>
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<th><strong>C- BLUE</strong></th>
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<tr>
<td><strong>Strengths</strong></td>
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<td></td>
<td>• Strong resistance to too much structure</td>
<td>• People skills</td>
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<td>• Relaxed tone in the office</td>
<td>• People-oriented management</td>
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<td>• Confrontation does not intimidate them</td>
<td>• Encourage others to reach their potential—act as coaches and mentors</td>
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<td><strong>Weaknesses</strong></td>
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<td><strong>Weaknesses</strong></td>
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<td></td>
<td>• Poor follow-through and implementation</td>
<td>• Cooperates with people</td>
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<td>• Create a harmonious environment where people can act in a collaborative manner.</td>
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<tr>
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<th><strong>B- GOLD</strong></th>
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<th><strong>D- GREEN</strong></th>
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<td><strong>Strengths</strong></td>
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<td></td>
<td>• Getting things done</td>
<td>• Intellect</td>
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<td>• Like to feel responsible</td>
<td>• Confidence</td>
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<td></td>
<td>• Very loyal to the company</td>
<td>• Vision-oriented to make improvements</td>
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<td>• Follow rules</td>
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<td>• Meets deadlines</td>
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<td><strong>Weaknesses</strong></td>
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<td><strong>Weaknesses</strong></td>
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<td>• Can be overly loyal and disregard individual needs</td>
<td>• Must be careful to lead so others will follow</td>
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<td>• Tendency to be perfectionists</td>
<td>• Tend to be autocratic in decision-making</td>
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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